R4200-3

CDE HANDBOOK

CORPORATE DATA EXCHANGE, INC.

LABOR RELATIONS

A COMPANY–UNION GUIDE

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Printed in the United States of America

ISBN 0-917720-53-9
Library of Congress Catalog Card Number: to be assigned

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CORPORATE DATA EXCHANGE, INC.

Corporate Data Exchange, Inc. (CDE) is an independent tax-exempt research organization formed in 1975 to investigate economic concentration and corporate control. In addition to publishing the Stock Ownership Directory series, CDE maintains a data base on industries and companies to answer specific requests from public interest groups, trade unions, government agencies, and other organizations. Since its inception, CDE has provided information to such organizations as the Industrial Union Department of the AFL-CIO, the United Brotherhood of Carpenters, the California Governor's Public Investment Task Force, the National Council of Churches, the U.N. Center on Transnational Corporations, and congressional committees.

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Labor Relations (March 1982; 64 pages). Profiles of 80 companies identifying their relations with unions through representation elections, collective bargaining agreements and work stoppages. Includes a cross-index by union.

SERVICES

Stock Ownership Profiles from the CDE Data Bank (on request). Photocopies of previously published company profiles are available. Inquire for complete list. Special stockholder profiles on individual public corporations can be compiled upon request. The entire CDE company profile data bank is also available on computer tape.

TERMS

No shipping and handling charge if payment accompanies order. All orders from individuals and overseas buyers must be prepaid. All Directories shipped on 15-day approval. Bulk rates available for Handbooks on request.

Acknowledgements

Many people from public interest groups, libraries, government agencies and trade unions provided expert advice and assistance to this study. In particular, the American Committee on Africa, Council on Economic Priorities, Interfaith Center on Corporate Responsibility and Working Women helped in selecting the sample of companies.

We are especially indebted to the staff of the Bureau of Labor Statistics' Office of Wages and Industrial Relations for their time, patience and cooperation in making much important data available to us. CDE is grateful to Economic Information Systems, Inc. for assisting in the processing of the BLS computer tape on collective bargaining agreements. The libraries of the New York State School of Industrial and Labor Relations at Cornell University, and the Institute of Management and Labor Relations at Rutgers University were generous in lending CDE material for its research. We would also like to give special thanks to Naomi Baden, Randy Barber, Judy Gregory, Charlie MacDonald and Evelyn Seinfeld.

Most importantly, Larry Wright served as this project's first director and was assisted by Emily Tourin in developing the study, selecting the sample of companies, and formulating the preliminary methodology. This Handbook would not have been possible without their significant contribution.

None of the above individuals or organizations who have assisted our study bear responsibility for the content or form of this Handbook. Every effort has been made to ensure the accuracy of the data herein, but invariably some errors are bound to appear in such a comprehensive compilation. We urge readers to call these to our attention and we welcome comments on this publication.

Our research lasted a year and a half and cost approximately $75,000. Partial funding was provided by grants from the United Presbyterian Church, the Program on Transnational Corporations of the World Council of Churches, the Norman Foundation, the Resource Fund of the Youth Project, the Shalan Foundation, W.H. and Carol Bernstein Ferry, the United Methodist Church, the Thorn Fund, the Marianist Provincial House, and the Fairtree Foundation.

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Abbreviations and Symbols

#, industry-wide contract/work stoppage.
*****, work stoppage had not ended as of 6/30/81.
@, may include franchised operations.
A, union shop.
AAAA, Associated Actors & Artistes of America.
ABC, Aluminum, Brick & Clay Workers Intl Union.
ACTWU, Amalgamated Clothing & Textile Workers Union.
AFGM, Amer Fed of Grain Millers.
AFGW, Amer Flint Glass Workers' Union of North Amer.
AFL-CIO, Amer Fed of Labor & Congress of Industrial Organizations.
AFM, Amer Fed of Musicians.
AFTRA-AAAA, Amer Fed of TV & Radio Artists.
AGR, agricultural.
AIW, Intl Union Allied Industrial Workers of Amer.
ALEA-ALPA, Air Line Empls Assoc.
ALPA, Air Line Pilots Assoc.
AS, **ASS**, **ASSN**, Association.
ATL, atlantic.
AVG, average.
B, modified union shop.
BAC, Intl Union of Bricklayers & Allied Craftsmen.
BBF, Intl Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers & Helpers.
BCOA, Bituminous Coal Operators Association.
BCTW, Bakery, Confectionery & Tobacco Workers Intl Union.
BRAC, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express & Station Empls.
BRK, brakemen.
BSIW, **BSOIW**, Intl Assoc of Bridge, Structural & Ornamental Iron Workers.
C, agency shop.
C/S, clerical, office & sales.
CHEM, chemical.
CJA, United Brotherhood of Carpenters & Joiners of Amer.
CLGW, United Cement, Lime, Gypsum & Allied Workers Intl.
CNCL, council.
CND, conductors.
CNSOLTD, consolidated.
COMM, committee.
COMMERCL, commercial.
CONTNTL, continental.
CTD, Chicago Truck Drivers, Chauffeurs & Helpers Union of Chicago & Vicinity.
CTY, city.
CWA, Communication Workers of America.
D, district.
D, modified agency shop (contract provision).
DAL, directly affiliated local union of the AFL-CIO.
DECERT, decertification.
DGA, Directors Guild of Amer.
DRV, drivers.
DSP, dispatchers.
DUR, duration.
E, maintenance of membership.
EAA, Engineers & Architects Assoc.
EFFVE, effective.
ELIG, eligible.
EM, **EMPL**, **EMPS**, employee(s).
ENG'G, engineering.
ENTERPRS, enterprises.
F, union recognition only.
FED, federation.
FITU, Federated Independent Texas Unions.
FLT, flight attendants.
G, strike prohibition.
GAIU, Graphic Arts Intl Union.
GBBA, Glass Bottle Blowers Assoc of the US & Canada.
GRD, guards.
GUA, Intl Guards Union of Amer.
H, notice to union of plant closing.
HERE, Hotel Empls & Restaurant Empls Intl Union.
I, notice to union of technological change.
IAFF, Intl Assoc of Fire Fighters.
IAM, Intl Assoc of Machinists & Aerospace Workers.
IATSE, Intl Alliance of Theatrical Stage Empls & Moving Picture Machine Operators of the US & Can.
IBEW, Intl Brotherhood of Electrical Workers.
IBFO, Intl Brotherhood of Firemen & Oilers.
IBPAW, Intl Brotherhood of Pottery & Allied Workers.
IBT, Intl Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of Amer.
ICW, Intl Chemical Workers Union.
ILA, Intl Longshoremen's Association.
ILGW, Intl Ladies' Garment Workers' Union.
ILWU, Intl Longshoremen's & Warehousemen's Union.
IMAW, Intl Molders' & Allied Workers' Union.
INC, initial contract.
IND, **INDUS**, industry(s).
IND'L, industrial.
INDPT, independent.
INST, institute.
INTL, international.
IS, interstate.
ITU, Intl Typographical Union.
IUE, Intl Union of Electrical, Radio & Machine Workers.
IUMSW, Industrial Union of Marine & Shipbuilding Workers of Amer.
IUOE, Intl Union of Operating Engineers.
IUPW-SIU, Intl Union of Petroleum & Industrial Workers.
IWA, Intl Woodworkers of America.
J, safety equipment, worker protection or right to refuse unsafe work.
JBS, job security.
K, environmental hazards.
L, anti-discrimination contract provision.
L, lost.
LAB, laboratory.
LGPN, Intl Leather Goods, Plastic & Novelty Workers' Union.
LIUNA, Laborers' Intl Union of North Amer.
LUI, local union issues.
MATRLS, materials.
MEBA, Marine Engineers' Beneficial Assoc.
MESA, Mechanics Educational Soc of Amer.
MFG, manufacturing.
MMP, Intl Org of Masters, Mates & Pilots.
MNG, managers & officials.
MTN, mountain.
N, subcontracting limitation.
NA, not available.
NABET, Natl Assoc of Broadcast Empls & Technicians.
NATL, national.
NMU, Natl Maritime Union of America.
NPW, Intl Union of Allied Novelty & Production Workers.
OCAW, Oil, Chemical & Atomic Workers Intl Union.
OFF, office.
OPEIU, Office & Professional Emps Intl Union.
ORG, organization.
ORG'G, organizing.
OTH, other.
P&M, production & maintenance (includes all blue collar).
P/T, professional/technical.
PAFCA, Professional Airline Flight Controllers.
PAT, Intl Brotherhood of Painters & Allied Trades of the US & Can.
PET, petition.
PETRO, petroleum.
PGCU, Intl Printing & Graphic Communications Union.
PGW, Intl Union, United Plant Guard Workers of Amer.
PK, park.
PKT, pickets.
PLA, plant administration.
PLT, pilots.
PML, Pattern Makers' League of Noth Amer.
PMW, Progressive Mine Workers of Amer.
PPF, United Assoc of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry of the US and Can.
PROC, processing.
PROD, products.
PRV, provision.
PT, point.
PTE, Amer Fed of Professional and Technical Engineers.
PUBL'G, publishing.
RCWY, raceway.
REF, refining.
RR, railroad.
RWDSU, Retail, Wholesale and Department Store Union.
SAG-AAAA, Screen Actors Guild.
SAL, salaried.
SEIU, Service Employees' Intl Union.
SIU, Seafarers' Intl Union of North Amer.
SMW, Sheet Metal Workers' Intl Assoc.
SOC, society.
SPPLY, supply.
SPV, supervisors.
STHRN, southern.
STRS, stores.
SUB, supplementary benefits.
SYS, systems.
TECH, technical.
TECHNOL, technologies.
TELECOMM, telecommunications.
TNG, The Newspaper Guild.
TRDS, trades.
TWU, Transport Workers Union of Amer.
U, union.
UAW, Intl Union, United Automobile, Aerospace & Argricultural Implement Workers of Amer.
UE, United Electrical, Radio & Machine Workers of Amer.
UFCW, United Food & Commercial Workers Intl Union.
UFW, United Farm Workers of Amer.
UFWA, United Furniture Workers of Amer.
UGCW, United Glass & Ceramic Workers of North Amer.
UIU, Upholsterers' Intl Union of North Amer.
UMW, United Mine Workers of Amer.
UNS, union security.
UPIU, United Paperworkers Intl Union.
URW, United Rubber, Cork, Linoleum & Plastic Workers of Amer.
USA, United Steelworkers of Amer.
UTIL, utilities.
UTU, United Transportation Union.
UTW, United Telegraph Workers.
UTWA, United Textile Workers of Amer.
UWU, Utility Workers Union of Amer.
VAR, various.
W, won.
WAJ, wage adjustment.
WGA, Writers Guild of Amer.
WKRS, workers.
WPPW, Assoc of Western Pulp & Paper Workers.
X, probable BLS error in data.

Part One

introduction

A wide variety of organizations, including church, public interest and community groups, are seeking to change the behavior of large corporations. Many groups which have achieved some influence through "grass roots" organizing—building local constituencies around specific issues, lobbying elected officials, submitting shareholder resolutions—have begun to consider additional means for effective action. In particular, they are recognizing the importance of working with unions on specific issues, and of relating to labor problems and employee concerns.

Although their interests are by no means identical, labor organizations and non-labor activists concerned with the activities of corporations are all confronting bread-and-butter problems such as plant closings, unemployment and urban-industrial disinvestment, as well as other issues such as the long-term effects of industrial wastes and companies' use of lower-paid workers overseas. An example of cooperation among these groups was the 1980 Big Business Day—a coalition of citizens' groups and labor unions initiated to create more effective checks on corporate abuses. Another example was the Tri-State Conference on the Impact of Steel, which brought together religious leaders, unions, environmental and civic groups to fight steel plant closings and encourage industry modernization in Ohio, Pennsylvania and West Virginia.

A central obstacle to increased cooperation of this kind has been the lack of readily available, comprehensive information on company-labor relations. This CDE Handbook presents detailed profiles describing the labor-management relationship of 80 major corporations. For each firm this study provides general statistics on the workforce and identifies the labor organizations related to the company and its employees through organizing efforts, contract bargaining and involvement in significant work stoppages.

Private corporations clearly play a central role in our society as the major providers of goods and services and the employers of most Americans. The 500 largest industrial and mining concerns alone employ one out of every ten American workers, hold three-quarters of all industrial/mining assets and generate two-thirds of all industrial/mining sales dollars. "Big Business" is not only the primary economic agent in the nation but has an impact on virtually every aspect of our daily lives.

In spite of the importance of private corporations and their activities, it is virtually impossible to find concise descriptions of the employee relations of specific major firms. The academic world, the business press, government publications and the media all frequently address issues on labor (see Table 1). Aggregate statistics and comparative studies abound on employment and unemployment, earnings and labor costs, collective ba gaining and strikes, worker health concerns and occupational hazards. But this wealth of information does not lend itself to company-specific analysis. As surprising as it may seem, one would be hard-pressed even to find out what percentage of a corporation's total workforce is employed in the United States.

TABLE 1: Unionization in the United States, 1980

		Sex		Race		Age		Occupation[1]	
Employed Wage & Salaried Workers	**Number (000)**	**Male**	**Female**	**White**	**Black/ Other**	**16-34**	**35 & Over**	**White Collar**	**Blue Collar & Service**
Members of Labor Organizations	20,095	69.9%	30.1%	85.1%	14.9%	42.5%	57.5%	34.9%	65.0%
Non-Members Represented by Labor Orgs	2,398	52.6	47.4	86.6	13.4	50.5	49.5	61.1	38.7
Non-Members Not Represented by Labor Orgs	64,986	52.4	47.6	89.2	10.8	52.9	47.1	57.7	40.8
Total	87,480	56.4%	43.6%	88.2%	11.8%	50.5%	49.5%	52.5%	46.3%

1. Farmworkers are included in total figures but not in occupational percentages.

NOTE: Percentages may not add due to rounding.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Earnings and Other Characteristics of Organized Workers, May 1980,* Washington, D.C.: U.S. Government Printing Office, 1981.

This lack of systematic information on the labor relations of individual companies can be attributed to many factors. Government regulatory bodies rarely publish data on the labor activities of single companies; businesses are reluctant to provide even scant information on their employees; and unions often fail to inform even their own membership of an employer's overall record. ***Labor Relations: A Company/Union Guide*** breaks new ground by providing labor profiles on major U.S. companies.

Study's Objectives

At the outset of this study, CDE's specific objective was two-fold:

1. To test the feasibility of ***identifying the labor organizations that represent a company's employees*** and ***uncovering general information on the labor relations of major corporations.*** This study explored the availability of information on: (a) the size and composition of a firm's workforce; (b) the labor organizations associated with a company's employees; (c) the number, type and location of such employees; and (d) labor issues such as equal employment opportunity, occupational safety and health, plant closings and technological changes.

2. To test the feasibility of ***evaluating the overall labor records of major corporations.*** CDE explored whether the use of union and company surveys, as well as analyses of data compiled in (1) above, could serve as a basis for evaluating or characterizing the labor records of major companies. CDE's research thus addressed such qualitative questions as "What kind of relationship does the employer have with its employees?" and "Is the employer responsive to its employees' concerns and interests?"

Over the last year and a half that it took CDE to compile this Handbook, we identified and evaluated dozens of information-sources, processed thousands of pages of publications and documents, utilized computerized data bases, surveyed all the companies studied, and spoke to union officials and numerous individuals involved with labor issues and corporate activities. We succeeded in compiling an extensive listing of company/union relationships unavailable from any other source. The study not only names labor organizations relevant to a corporation, but includes statistical descriptions of a company's workforce and historical information on the employee relations of a firm's operations.

It is important to note that CDE was not successful in compiling information on several aspects of labor relations. Data on such important issues as labor law violations and occupational safety and health were either not available in a systematic way, or existed in a form that was unusable given such practical considerations as time, money, and personnel. The failure of government agencies, unions and especially corporations to compile and disclose such data, undermines the possibility of informed public debate concerning the quality of companies' labor relations (see Box).

The profiles in this ***Company/Union Guide*** should thus not be viewed as exhaustive descriptions of these companies' labor relations. On the contrary, this Handbook is a first, but important step in providing systematic and accurate company-specific labor information. A more comprehensive study of this form would require greater public access to existing data and improved disclosure.

While this Handbook represents a substantial contribution to our first objective, it does not provide an adequate basis from which to achieve the second: namely to evaluate the labor relations of these 80 employers. The company profiles do offer some insights into how well a company gets along with its employees, but the absence of data on many labor issues and the poor quality of even some of the information that was compiled preclude CDE from making comparative or qualitative judgements on a company's labor record. Until the public is furnished with greater access to data on labor issues that are maintained in an efficient and accurate manner, it will remain difficult, if not impossible, to conduct research of this kind on the labor-management relationships of private corporations.

Description of the Study

In developing this study, CDE initially contacted several corporate social responsibility groups and discussed at some length the interest in, and general relevance of labor issues as a component of a corporation's overall impact on society. CDE subsequently contacted approximately 100 other organizations concerned with the activities of specific companies in such areas as environmental pollution, nuclear power, military production, discrimination, investment/activities in foreign countries (e.g., South Africa), community reinvestment and nutrition/health concerns. CDE also spoke to numerous union officials and to individuals involved in labor issues.

These discussions with groups and organizations confirmed CDE's inital view that there was widespread interest in, and a general need for company-specific labor relations information. This pilot study selected for its sample 80 prominent corporations that are currently the focus of public interest efforts or which are relevant to trade union concerns.

A. Companies and Unions Defined

1. The 80 companies we selected are all typically of significant size, with a large number of divisions and subsidiaries. In order to insure that this Handbook would include labor relations information for all the subsidiaries and divisions of each corporation, CDE compiled a master list of the more than 700 subsidiary and division names of the 80 companies. Once all the data relevant to the 80 companies and their subsidiaries was gathered, the information was organized into one profile for each parent corporation. Thus for example, labor information for Montgomery Ward appears within the profile of its parent Mobil Corp. The 80 parent firms encompass both the manufacturing and non-manufacturing sectors. All are considered leaders in their respective industries, and with the exception of Nestle, all are based in the United States. On the average, each corporation profiled employs more than 100,000 people. For a complete list of the company names used see the Company Index.

2. In the Handbook profiles, CDE notes the names of labor organizations relevant to each company. For the purposes of this study, the term "labor organization" refers to unions or associations that represent employees in collective bargaining. We identify such representatives on the basis of their affiliation with national labor organizations (commonly referred to as "internationals"). Generally, the "internationals" named in the profiles are of

Corporate Disclosure on Labor Relations

This study has found it difficult, if not impossible, to evaluate the labor relations of major employers because available information does not readily lend itself to company-specific analysis, and information on many important aspects of labor relations is not available at all. Employers, who are often in the best position to know about and thus report on employee matters, generally fail to do so. Besides arguing that the release of employment information would cause "competitive harm," many corporations have also cited the "inordinate cost" of compiling data.

In contrast, a 1977 French government decree requires all firms in that country employing more than 750 workers to compile an annual social report including detailed and extensive information on topics such as wages and benefits, working conditions, training programs, employment patterns and industrial relations. American companies maintain similar records on these and other labor issues, and routinely file a considerable amount of information with government agencies. Although additional resources might be required to report on some areas, much disclosure could be based on documents or forms already in use. No significant competitive edge would seemingly be gained by any particular firm if all employers reported similar information.

The following items are examples of important labor matters that should be addressed:

1. ***Workforce composition:*** Companies should provide analyses of the structure and make-up of their workforces. Breakdowns of employment along occupational and demographic lines, and additional information on the number of employees eligible for unionization, equal employment opportunity and affirmative action programs, and wage/benefit structures should be made available.

2. ***Corporate planning:*** Employers should describe impending plant closings and openings, subcontracting and other outsourcing, use of overseas facilities, and other factors that materially affect the job security of a corporation's workforce and economic health of communities.

3. ***Labor law:*** Various legislation regulates the practices of employers and labor organizations during the representation selection process, at the bargaining table, in the course of work stoppages, etc. Employers should disclose the use of outside labor relations consultants. Firms should also report charges of "unfair labor practices" and note the nature and disposition of these cases.

4. ***Occupational safety and health:*** Companies should report on the incidence and nature of work-related employee injuries and illnesses, identified hazards and remedial measures taken, provisions for medical services and benefits, government inspections, enforcement proceedings, settlements and fines levied.

5. ***Employer association membership:*** Many firms belong to a variety of industry or trade associations. A large number of these employer associations engage in labor relations activities, ranging from acting as collective bargaining agents for their members to providing arbitration services, disseminating information or lobbying (e.g., on right-to-work statutes or plant closing legislation). Corporations should note which associations they belong to and describe the nature of the association's activities, services provided, etc.

6. ***Employer/employee disputes:*** Companies should report on strikes, lockouts, grievances, arbitration and mediation. Information on corporate policies and procedures, the incidence, nature and resolution of disputes, and their bearing on union organizing and contract bargaining should be provided.

significant size; "local" or "district" bodies within a union or association would typically have direct responsibility for representing employees in their place of work. Where available, we include the appropriate local/lodge/district number. Thus for example, Local 890 of the International Brotherhood of Teamsters (IBT) is identified in our profiles as "IBT(890)." This Handbook includes a cross-index that lists the unions/associations identified, and notes the parent company(s) they have relationships with. For a complete list of all union abbreviations see the Abbreviations and Symbols.

B. Labor Relations Data

The term "labor relations" encompasses a broad range of complex issues; this ***Company/Union Guide*** presents data on four basic aspects of employee relations (where available) for each parent company:

1. ***General Company Information:*** This section includes information on business lines, the number of worldwide employees and the percentage in the United States, the percent of U.S. employees who are unionized, and the racial/sexual/occupational composition of the workforce. This information is included to provide a general background or context to other labor relations data because various industries employ different categories of workers, are subject to varying conditions, exhibit different levels of unionization, and so on.

2. ***Representation Elections:*** This section provides data on which labor organizations have been elected or defeated in their attempts to represent employees in collective bargaining over the past five years. Representation elections are one indication of unions' efforts to organize employees. We also include data on decertification elections, where employees—either with the encouragement of their employer or in reponse to genuine differences with their representative—vote on whether to retain a particular union or association as a bargaining agent. Statistical data has indicated a recent increase in union "losses" in both these types of elections.

3. ***Collective Bargaining Agreements:*** This section lists all identifiable contracts between unions and companies. It includes data on the coverage, term and certain provisions of bargained agreements. Collective bargaining is a central feature of labor-management rela-

Table 2: Summary of Findings by Profiled Company

Company	Total Emps (000)	% Emps in US	% US Emp Union	Representation Elections			Coll Barg Agreem		Work Stoppages		Net No. Unions Identified
				Number	Elections Won-Lost	No. of Unions Involved	Number	No. of Unions Involved	Number	No. of Unions Involved	
Abbott Laboratories	31.0	65	5	4	0-4	2	0	0	0	0	2
AMAX	20.4	90	50	3	3-0	2	11	5	13	9	10
American Cyanamid	42.6	75	75	9	4-5	6	16	7	2	2	12
American Electric Power	26.7	100	25	22	5-16	3	3	2	6	1	3
American Home Prod	49.8	50	45	23	7-16	8	5	4	0	0	10
American Tel & Tel	1,044.0	95	65	295	184-111	8	108	9	8	1	14
Atlantic Richfield	53.4	95	45	18	6-11	5	24	14	11	14	18
BankAmerica	83.7	80	0	0	0-0	0	0	0	0	0	0
Bendix	78.5	65	55	31	13-18	13	17	6	2	2	15
Bristol-Myers	35.0	55	10	4	2-2	3	2	1	0	0	4
Campbell Soup	38.0	90	35	7	2-5	4	16	5	2	2	8
Carnation	22.4	na	na	12	8-4	7	3	2	0	0	7
Castle & Cooke	37.8	35	55	9	1-7	6	5	4	2	2	10
Caterpillar Tractor	81.9	75	55	4	3-1	2	6	3	2	2	4
Chase Manhattan	33.4	60	1	0	0-0	0	0	0	0	0	0
Chrysler	92.6	80	75	39	30-9	3	7	4	15	1	5
Citicorp	53.7	50	1	0	0-0	0	0	0	0	0	0
Coca-Cola	41.0	50	35	25	10-15	2	3	3	0	0	4
Colgate-Palmolive	48.2	45	na	9	0-7	6	12	6	0	0	11
Commonwealth Edison	16.4	100	70	1	1-0	1	6	2	0	0	2
Conoco	41.5	85	50	12	6-6	4	7	2	13	2	5
Consolidated Edison	23.0	100	75	0	0-0	0	2	2	0	0	2
Control Data	57.0	na	5	5	2-3	4	1	na	0	0	4
Delta Air Lines	36.9	95	10	0	0-0	0	2	2	0	0	2
Detroit Edison	10.8	100	40	10	4-6	1	2	2	0	0	2
Dow Chemical	56.8	60	20	3	2-1	2	7	6	0	0	8
Dresser Industries	53.0	75	50	18	8-10	6	23	8	3	2	9
Du Pont	135.9	80	25	18	6-12	8	20	5	0	0	12
Eastman Kodak	129.5	65	0	0	0-0	0	0	0	0	0	0
Eli Lilly	28.1	65	0	0	0-0	0	0	0	0	0	0
Exxon	177.0	60	25	37	17-20	15	30	12	8	3	20
Firestone Tire & Rubber	83.0	50	35	80	46-31	12	8	4	4	1	13
Fluor	28.4	75	5	6	4-2	3	0	0	0	0	3
Ford Motor	426.7	40	70	21	7-14	6	9	5	4	1	9
General Dynamics	84.4	95	50	14	7-7	9	17	12	13	6	16
General Electric	402.0	70	40	91	34-58	15	29	13	12	5	19
General Motors	746.0	70	70	35	17-18	7	5	5	26	2	9
General Public Utilities	11.5	100	60	0	0-0	0	4	2	1	1	2
Goodyear Tire & Rubber	140.3	50	50	60	25-35	11	16	9	5	3	15
Grumman	28.0	95	10	1	0-1	1	1	1	2	1	1
Gulf & Western Inds	120.5	75	40	39	24-15	13	35	19	12	6	26
Halliburton	115.0	85	5	5	2-3	4	0	0	0	0	4
Intl Business Machines	341.3	60	0	0	0-0	0	0	0	0	0	0
Intl Tel & Tel	348.0	40	45	116	63-53	21	35	14	13	4	23
Iowa Beef Processors	11.1	100	45	0	0-0	0	5	2	1	1	2
Kellogg	21.3	35	75	3	2-1	2	2	2	1	1	4

Company	Total Emps (000)	% Emps in US	% US Emp Union	Representation Elections			Coll Barg Agreem		Work Stoppages		Net No. Unions Identified
				Number	Elections Won-Lost	No. of Unions Involved	Number	No. of Unions Involved	Number	No. of Unions Involved	
Kerr-McGee	11.3	95	25	11	5-6	5	5	4	0	0	7
Long Island Lighting	5.7	100	70	0	0-0	0	2	1	0	0	1
LTV	63.6	95	60	7	5-1	5	18	10	8	3	12
Mattel	14.0	70	25	6	4-2	3	4	3	2	0	5
McDermott	59.0	95	30	4	0-4	2	8	2	4	2	2
McDonnell Douglas	82.5	95	50	6	2-4	4	8	6	4	2	7
Mobil	212.8	80	20	142	51-89	13	44	9	4	2	16
Monsanto	62.0	70	20	3	0-3	3	18	9	0	0	10
Nestle	152.7	15	40	21	6-13	5	8	7	1	1	9
Northwest Airlines	12.7	90	90	3	3-0	2	9	6	2	1	6
Occidental Petroleum	34.7	85	50	9	1-8	6	9	6	11	3	10
Phillips Petroleum	32.4	80	20	7	5-2	4	8	3	1	1	5
Pillsbury	60.0	90	10	29	7-22	9	8	2	0	0	9
Reynolds (R J) Inds	83.5	55	55	37	27-10	10	13	5	2	2	12
Rockwell Intl	108.0	85	40	14	6-8	5	27	13	2	3	15
Seafirst	8.6	95	0	0	0-0	0	1	1	0	0	1
Sears Roebuck	390.0	95	5	72	19-53	10	11	5	0	0	11
Sperry	92.5	70	15	11	2-9	6	19	5	2	2	8
Standard Brands	24.2	50	40	10	5-5	4	6	6	1	1	8
Standard Oil of Calif	40.2	75	35	7	5-1	3	9	4	1	1	6
Standard Oil (Indiana)	56.4	90	25	26	10-15	7	24	5	3	2	10
Stevens (J P)	41.4	100	10	3	2-1	1	13	1	0	0	1
Superior Oil	5.1	85	0	0	0-0	0	0	0	0	0	0
Texaco	67.0	50	50	15	2-11	3	16	5	4	3	6
Texas Instruments	89.9	na	0	0	0-0	0	0	0	0	0	0
UNC Resources	3.7	95	10	2	0-2	1	0	0	0	0	1
Union Carbide	116.1	65	25	32	11-21	9	29	9	10	4	13
Union Electric	6.9	100	70	2	2-0	1	4	2	1	1	2
Uniroyal	31.0	90	25	7	4-3	5	4	3	3	1	6
United States Steel	149.2	95	80	19	12-7	6	21	10	11	3	14
United Technologies	200.2	65	40	24	14-10	11	35	14	8	3	19
Upjohn	22.0	60	0	0	0-0	0	0	0	0	0	0
Westinghouse Electric	145.5	85	50	47	25-20	12	19	9	11	5	17
Winn-Dixie Stores	63.0	95	0	10	4-6	3	0	0	0	0	3
Total	**8,135.3**	**73**	**41***	**1,675**	**794-863**		**904**		**277**		**115**

* Weighted average for 78 companies.

tions in the United States. The contract spells out terms on wages/benefits, grievance/arbitration procedures, management/union rights and hiring/firing.

4. ***Work Stoppages:*** This section lists significant strikes and lockouts that have occurred over the past five years. Work stoppages are an indication of a breakdown in the bargaining relationship. We include information on the size, duration, cause, and location of such stoppages in order to describe the intensity and nature of these instances of employer/employee conflict.

Findings

1. CDE found 115 distinct labor organizations associated with the sample of 80 companies through representation elections, collective bargaining agreements and work stoppages. The company profiles thus identify a relatively large number of "potential allies" for non-labor groups to work with in affecting the policies at these firms. The 80 companies studied employ about 8.1 million people worldwide, of whom approximatley 5.9 million

are located in the United States (see Table 2). About 2.4 million or 40.9% of these domestic employees are unionized. Given that there are roughly 22.5 million workers represented by unions in the United States as a whole, this study addresses some 10.6% of all unionized employees in this country. Overall, the firms that we studied exhibited a higher average level of unionization than the 27.4% national figure for non-agricultural, non-government workers.[1]

2. This study could obtain information on the racial/sexual/occupational workforce composition for only 20 of the 80 firms. We tried to collect occupational data in particular to determine more accurately the number of employees eligible for unionization in each company. As this data was only available for a limited segment of our company-sample, CDE could not employ these figures in this manner. In very general terms, all ***non-supervisory*** employees are eligible for membership in government-certified (and protected) collective bargaining units. Given the growth of supervisory personnel, the occupational "breakdown" provides more meaningful base figures for determining the percentage of workers unionized at a particular company. For example, Monsanto's domestic employees are 20% unionized; but if one subtracts the estimated number of supervisory personnel then roughly 27% of Monsanto's workers eligible for unionization are covered by contracts.[2] In addition, demographic data have some significance in unionization (e.g., statistically, the proportion of minority union-membership exceeds the percentage of minority workers in the total civilian labor force).

3. A total of 1,675 representation elections were identified covering 209,567 workers in 49 states over the past five years (see Tables 2 & 3; we found no elections in Vermont relevant to our companies). On the average, 125 employees were eligible to vote in each election. Of the 80 companies 15 had no elections, 65 had one or more, and 23 had 20 more more. AT&T's workforce—by far the largest profiled in this Handbook—was involved in the most elections: 295. In addition, in many companies we found several different unions attempting to organize a firm's workers (e.g., at Exxon 15 separate unions were identified in elections). This suggests a lack of coordination among unions in organizing drives. Among the companies with no representation elections were several utilities, where union representation is well-established and no major changes in the workforce-structure have occurred. On the other hand, all of the banks—BankAmerica, Chase Manhattan, Citicorp and Seafirst—showed no elections and, typical of the financial industry, are non-union.

4. From data covering the last five years, this study describes 904 collective bargaining agreements involving 66 companies (see Tables 2 & 3). Gulf & Western had contracts with the largest number of unions (19) while 14 companies had no agreements whatsoever. In most cases, CDE estimates that the profiles identify virtually all of the collective bargaining agreements relevant to particular firms.

5. The company profiles list 277 work stoppages, each lasting an average of 53 days (see Tables 2 & 3). General Motors had the largest number: 26 (25 involved the United Auto Workers). CDE could not uncover any work stoppages at 33 of the 80 companies. It should be noted that company-specific information on the occurrence of strikes and lockouts is extremely sporadic and often inaccurate.

TABLE 3: Summary of Findings by Type of Company-Union Relation

Item	Number	No. of Cos Involved	No. of Workers Involved	Average No. of Workers	No. of US Wkrs in Cos Involved
US Emps Unionized	–	78	2,398,711	30,753	5,857,779
Repres Elections	1,675	65	209,567	125	5,324,649
Coll Barg Agreements	904	66	na	na	5,276,459
Work Stoppages	277	47	1,605,823*	5,797	4,368,309

* In a number of cases it was not possible to determine the number of workers involved in a particular work stoppage (indicated by NA in the company profiles). In addition the figure includes the total number of workers involved in certain industry-wide work stoppages, but these totals were only counted once where the work stoppages affected more than one of the 80 companies.

6. Of the 80 firms we studied, 37 are less than 35% unionized and 16 are less than 5% unionized. Among these (16) non-union companies are four banks and several prominent corporations including IBM, Eastman Kodak, Sears Roebuck and Upjohn. Non-unionization is not, in and of itself, a direct indication of an employer's "anti-union" attitude. But the fact remains that at these 16 companies the employees do not have an elected representative for the purposes of collective bargaining. It should be noted that companies can remain non-union through a variety of measures ranging from paying relatively higher wages to employing "union-busting" labor relations consultants. On the other hand, some companies (e.g., General Electric and Castle & Cooke) that are largely unionized are viewed by the labor movement as "anti-union."

7. The study reveals a surprising multiplicity of unions at many companies. At Goodyear for example, the Rubber Workers represent approximately 60% of U.S. employees but the company as a whole has contracts with eight other unions representing some 25% of domestic workers. This result is explained in part by the increasing diversification of major corporations, and also the increasing efforts of major unions to represent workers in a broader range of occupations and industries. Corporate acquisitions and the rise of the "diversified conglomerate" are by now a common feature of the business world. IT&T and Gulf & Western for example, have operations in a very broad range of industries and currently have relationships with 23 (IT&T) and 26 (Gulf & Western) unions respectively. Concurrently, unions are "diversifying" their membership. For example, many labor organizations are presently increasing their organizing efforts in the service, retail trades, financial and government sectors where the predominantly female, white-collar workers constitute the largest body of non-union employees.

Conclusions

1. In comparison to the existing literature, this study has compiled fairly comprehensive profiles on the employee relations of 80 major corporations. Although many problems exist in the data bases on labor relations (see Methodology), this study demonstrates that given adequate resources it is feasible to develop extensive profiles that would, for example, list all the contracts relevant to large employers.

2. Relevant government agencies generally fail to make available company-specific information.[3] These agencies lack the resources to process and respond to requests from the public for data that the government gathers. The Reagan Administration has compounded these difficulties through severe budgetary reductions that not only seriously undermine compliance and enforcement programs, but make it virtually impossible for these regulatory bodies to disseminate information that they collect. In addition, many government agencies are tightening internal restrictions on the disclosure of information to the public (e.g., current changes in agencies' policies towards Freedom of Information Act requests). While the Reagan Administration speaks of reducing the size and activities of the federal government and of lessening the regulatory "burden" on the private sector, the limitations on public access to information further undermine the task of monitoring corporate performance.

3. Most importantly, corporations are not forthcoming in providing even general information about their employees. Most companies view labor relations as a proprietary matter; moreover, it appears that many corporations are taking advantage of the current climate of deregulation to disclose even less information than they had in the past.

4. Many labor organizations do not maintain information in a company-specific manner, and few are willing to share such information with the public. Despite the direct stake their membership has in labor relations data, labor organizations have not effectively pressed for greater public disclosure by corporations or the government.

5. Corporate recalcitrance toward providing information, inadequate regulatory disclosure requirements and bad record-keeping have precluded collection and an in-depth analysis of data on several key labor issues:

a. This Handbook does not include any data or analysis on the "economic" aspects of labor relations. For instance, CDE explored researching wage and benefit levels but found the task impossible given our limited resources. The company-specific information available only covers a limited number of firms, or it is presented in an unconsolidated form that is unmanageable. A notable exception is the AFL-CIO's Industrial Union Department's *Comparative Survey of Major Collective Bargaining Agreements* which analyses 100 major contracts.

b. Little systematic or company-specific information is available on plant closings and openings, layoffs and new hiring, outsourcing and the use of overseas facilities or workers. These areas, traditionally considered within the perview of management, are all matters of increasing concern to labor.

c. Although most major employers routinely file information on equal employment opportunity and affirmative action, contrary to popular belief, public access to this information is extremely restricted. Businesses have strenuously opposed disclosure in this area.

d. Much data is gathered in the area of occupational safety and health. A previous CDE study—***Pension Investments: A Social Audit***—used a list of major violators that is available from the Occupational Safety & Health Administration. But other information on worker health concerns more fitting to this study's approach is not available in a manageable form.

e. CDE conducted an extensive examination of information on labor law violations. Although there is a tremendous amount of data on "unfair labor practices"—the National Labor Relations Board processed over 40,000 charges in 1979 alone—compilation would require a massive commitment of resources to develop labor law records for just a few major employers. This most basic feature of the labor-management relationship could not be addressed. The increasing use of "union-busting" labor relations consultants has been a matter of rising concern to the labor movement; but data on this technique of fighting unions is essentially non-existent.[4]

f. Many corporations belong to various trade or industry associations which often bargain on their behalf (e.g., the Bituminous Coal Operators Association has 130 member-companies). Information on agreements between employer associations and unions routinely fails to enumerate the specific companies involved in the contracts. The employer association thus serves as yet another "corporate veil." This obstacle to company-specific research is particularly relevant to the retail and wholesale trades, construction, mining and health care sectors.

We hope this Handbook will foster contact between the labor and non-labor groups concerned with the activities of these corporations. We also hope that it will serve as a model for further research in this area, and will contribute to improved disclosure on and further discussion of company-labor relations issues.

NOTES

1. According to the Bureau of Labor Statistics, as of 1980 the private and public sectors employed a total of 87.5 million workers. Of these wage and salary employees 23.0% (20.1 million) were ***members*** of unions of employee associations while 25.7% (22.5 million) were ***represented*** by labor organizations in collective bargaining. Membership statistics thus mildly understate the actual number of "unionized" workers—some employees (particularly those in "right-to-work" states or in government service) are covered by contracts or bargaining regardless of whether they are dues-paying members of labor organizations. In this study, CDE followed the commonly accepted practice of utilizing ***representation*** figures for determining "percent unionized." We subtracted the estimated number of agricultural and government employees to calculate the statistic on non-agricultural, non-government workers.

2. Monsanto employs roughly 43,300 people in the United States of whom 20% are represented by unions (see Monsanto Profile). This percentage however, is calculated on the basis of total domestic employees and includes ***supervisory*** workers who are ineligible for membership in collective bargaining units. The actual number of Monsanto workers who have supervisory roles is not available. In order to estimate the number of supervisory employees, we assume that all of Monsanto's managers, as well as one-third of its professional/technical and clerical/sales workers are supervisory. Therefore, approximately 10,800 people, or 25% of the firm's U.S. workforce, are ineligible for unionization. After excluding these ineligible employees from the base figure, about 27% of Monsanto's eligible employees are represented by unions.

3. Many local, state and federal government agencies have a role in compiling information on, monitoring, regulating or assisting parties in the area of labor-management relations. CDE consulted with numerous government officials and received assistance from many agencies, particularly at the federal level. Included among those most-contacted were the Department of Labor's Bureau of Labor Statistics (BLS) and the Labor-Management Services Administration (LMSA), the National Labor Relations Board (NLRB), the National Mediation Board (NMB) and the Federal Mediation and Conciliation Service (FMCS). In addition, the Department of Labor's Occupational Safety & Health Administration (OSHA) and the Office of Federal Contract Compliance Programs (OFCCP), the Equal Employment Opportunity Commission (EEOC) and the Securities and Exchange Commission (SEC) also pro-

vided material or aided our research effort. We also note that with the exception of the SEC, all of the above government bodies are currently facing severe budgetary problems.

4. Employers retaining "labor relations consultants" in order to "maintain a union-free environment" or to "bust" (push out) labor organizations that represent their employees has become a common phenomenon in this country. Although the national media has given little coverage to this issue, the labor movement (e.g., the AFL-CIO Organizing Department which publishes a monthly report on "union-busters" entitled ***RUB Sheet***) and many organizations concerned with worker's rights have voiced deep concern about the growing use of law firms and small companies that specialize in "union-busting." The Labor-Management Relations Subcommittee of the House's Education & Labor Committee held extensive hearings that addressed this issue in 1979. Concerned legislators, labor experts and union officials have all noted a central problem in this area—very little information about these consultant activities is available.

The lack of information on union-busting can be traced to many factors. A primary cause lies in the current law surrounding these activities: although the National Labor Relations Act forbids employers from interfering with their employees' right to organize and bargain collectively, the Labor-Management Reporting & Disclosure Act has been interpreted as only requiring the ***voluntary*** reporting of transactions related to such illegal activities. In addition, law firms involved in providing labor relations services often cite the "attorney-client privilege" in not filing relevant reports. Finally, inadequate funding has seriously hampered compliance programs and enforcement efforts by the government agency (the LMSA) responsible for reporting in this area.

Not surprisingly, few reports have ever been filed. In the 20-year period that reports (known as "LM-10," "LM-20" and "LM-21" forms) have been required, only about 2,000 employers and 300 consultants have submitted forms to the government. Although during the latter part of the Carter Administration an increase in reporting did occur (due primarily to union-filed complaints and a stepped-up enforcement program), government officials generally concede that the LMSA's file of reports reflects only "the tip of the iceberg" of these employer-consultant activities.

CDE attempted to compile information on this matter out met with little success. Going as far back as 1959, we found 20 reports filed by 16 of the companies in this Handbook. Most of these reports must be considered "ancient history." Only five companies—Grumman Aerospace (Grumman), a Goodyear Tire Center (Goodyear), Montgomery Ward (Mobil), Allstate Insurance (Sears Roebuck) and J. P. Stevens—had filed reports since 1970. CDE however, did not include the information on these reports in the profiles as we felt that this data was not an adequate representation of the extent of these activities. It should also be noted that many large corporations employ sizeable labor relations staffs internally, and the use of outside labor consultants by major employers is perhaps infrequent.

Methodology

Selection of Company Sample

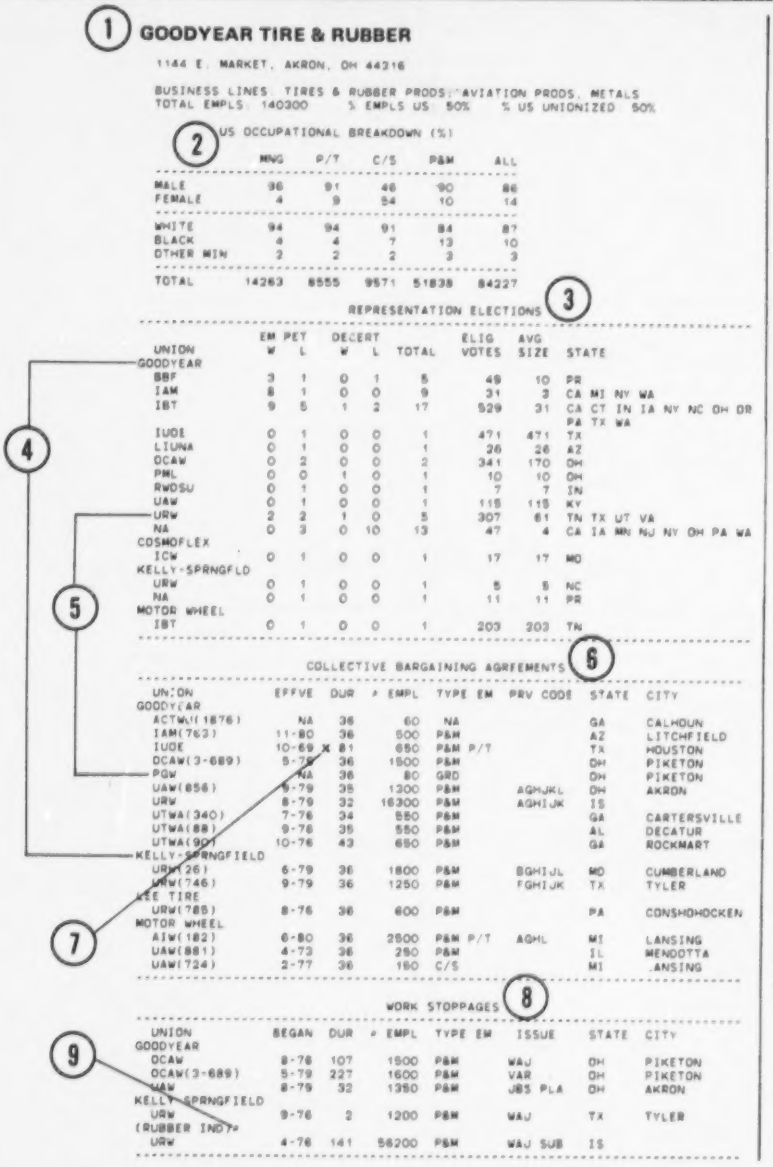
1. CDE selected 80 companies that are currently the focus of trade union or public interest group concerns and investigated their labor relations in the United States for a 6-year period, 1975-81.[1] We compiled a list of the more than 700 "names" that the 80 companies' subsidiaries/divisions operated under as of mid-1981.[2] It is important to note that contracts may be negotiated at the parent, division, subsidiary or plant levels, because there is no standard level in the corporate structure at which management bargains with unions. The list of 700 entities was used to process the various sources of data on labor relations and we found 224 that had relations with one or more unions in the six-year period studied (see Company Index).[3] Because we had to chose a specific point in time, mid-1981, to compile a list of entities associated with the 80 companies, these profiles ***exclude*** subsidiaries/divisions that were separated prior to that date from the company, either through sale or closure. For example, in 1979, General Motors sold its Frigidaire appliance division which is therefore excluded from the GM profile.[4] We also note that three significant mergers have subsequently taken place—Du Pont acquired Conoco and Occidental Petroleum acquired Iowa Beef Processors, while Standard Brands merged with Nabisco (which is not profiled).

2. Many of the 80 companies are members of trade or industrial associations which bargain on their behalf. In such cases, work stoppages are also frequently industry-wide. It proved impossible to obtain membership lists for these employer associations.[5] This problem has particular significance in the mining, construction and retail/wholesale trades sectors. Where possible, CDE gathered labor relations information on the (bituminous) coal mining, copper mining and processing, rubber, petroleum refining, iron ore mining and processing, and motion pictures industries. Collective bargaining agreements and work stoppages that covered these industries are included in the profiles of companies with such operations. It was not possible to determine the number of employees attributable to each company, or identify the specific locations affected (see item 9 in How to Read a Profile).

Labor Organizations

The Bureau of Labor Statistics' (BLS) ***1980 Directory of National Unions and Employee Associations*** lists 166 national labor unions (102 are affiliated with the AFL-CIO) and 32 national employee associations. In the profiles, CDE identifies these national bodies according to standard BLS abbreviations (see Abbreviations and Symbols). Where available, we note the appropriate district (preceeded by a "D") or local number (see item 5 in How to Read a Profile). We also note cases where a union is affiliated with a "parent" union (e.g., the Screen Actors Guild or SAG is affiliated with the Associated Actors & Artistes of America or AAAA), or where an affiliate name is still used for the purposes of identifications (e.g., a

How to Read a Company Profile



1 GOODYEAR TIRE & RUBBER

1144 E. MARKET, AKRON, OH 44316

BUSINESS LINES: TIRES & RUBBER PRODS; AVIATION PRODS, METALS
TOTAL EMPLS: 140300 % EMPLS US: 50% % US UNIONIZED: 50%

2 US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	96	91	46	90	86
FEMALE	4	9	54	10	14
WHITE	94	94	91	84	87
BLACK	4	4	7	13	10
OTHER MIN	2	2	2	3	3
TOTAL	14263	8555	9571	51838	84227

3 REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
4 GOODYEAR								
BBF	3	1	0	1	5	46	10	PR
IAM	8	1	0	0	9	31	3	CA MI NY WA
IBT	9	5	1	2	17	529	31	CA CT IN IA NY NC OH OR PA TX WA
IUDE	0	1	0	0	1	471	471	TX
LIUNA	0	1	0	0	1	26	26	AZ
OCAW	0	2	0	0	2	341	170	OH
PML	0	0	1	0	1	10	10	OH
RWDSU	0	1	0	0	1	7	7	IN
UAW	0	1	0	0	1	115	115	KY
URW	2	2	1	0	5	307	61	TN TX UT VA
NA	0	3	0	10	13	47	4	CA IA MN NJ NY OH PA WA
COSMOFLEX								
ICW	0	1	0	0	1	17	17	MO
KELLY-SPRNGFLD								
URW	0	1	0	0	1	5	5	NC
NA	0	1	0	0	1	11	11	PR
MOTOR WHEEL								
IBT	0	1	0	0	1	203	203	TN

6 COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GOODYEAR							
ACTWU(1876)	NA	36	60	NA		GA	CALHOUN
IAM(763)	11-80	36	500	P&M		AZ	LITCHFIELD
IUDE	10-69 X	81	650	P&M P/T		TX	HOUSTON
OCAW(3-689)	5-79	36	1500	P&M		OH	PIKETON
PGW	NA	36	80	GRD		OH	PIKETON
UAW(856)	9-79	35	1300	P&M	AGHJKL	OH	AKRON
URW	8-79	32	16300	P&M	AGHIJK	IS	
UTWA(340)	7-76	34	550	P&M		GA	CARTERSVILLE
UTWA(88)	9-76	35	550	P&M		AL	DECATUR
UTWA(90)	10-76	43	650	P&M		GA	ROCKMART
KELLY-SPRNGFIELD							
URW(26)	6-79	36	1800	P&M	BGHIJL	MO	CUMBERLAND
URW(746)	9-79	36	1250	P&M	FGHIJK	TX	TYLER
KEE TIRE							
URW(785)	8-76	36	600	P&M		PA	CONSHOHOCKEN
MOTOR WHEEL							
AIW(182)	6-80	36	2500	P&M P/T	AGHL	MI	LANSING
UAW(881)	4-73	36	250	P&M		IL	MENDOTTA
UAW(724)	2-77	36	160	C/S		MI	LANSING

8 WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
9 GOODYEAR							
OCAW	8-76	107	1500	P&M	WAJ	OH	PIKETON
OCAW(3-689)	5-79	227	1600	P&M	VAR	OH	PIKETON
UAW	8-79	32	1350	P&M	JBS PLA	OH	AKRON
KELLY-SPRNGFIELD							
URW	9-76	2	1200	P&M	WAJ	TX	TYLER
(RUBBER IND'Y)							
URW	4-76	141	56200	P&M	WAJ SUB	IS	

1 Parent Company.

2 Workforce: composition in percentages.

3 Elections: listed by union, showing wins and losses, total elections, total number of eligible voters, with average and location(s).

4 Employer: parent or sub unit of company to which labor relation applies.

5 Union: labor organization(s) involved (local number).

6 Agreements: list of company-union contracts, showing effective date and duration (in months), number and type of employees covered, special clauses and location(s).

7 X: code indicates probable BLS error for effective date and duration figures.

8 Work Stoppages: list of strikes and lockouts, showing date started and duration (in days), number and type of employees involved, major issue(s) in disputes and location(s).

9 #: symbol indicates industry-wide figures as opposed to company-specific data. Number of employees and locations for the company could not be determined.

Abbreviations

#, data on contract(s) or work stoppage(s) listed below symbol refer to figures for the entire industry.

AVG SIZE, average number of employees eligible to vote in each election.

C/S, clerical, office or sales workers.

DECERT, decertification petition elections.

EFFVE, effective date of contract (month-year).

ELIG VOTES, cumulative number of employees eligible to vote in elections.

EM PET, employee-filed petition elections.

L, number of elections where union lost.

MNG, managers and officials.

NA, not available.

P/T, professionals and technicians.

P&M, production & maintenance workers.

PRV CODE, each letter corresponds to a separate contract provision (see Abbreviations and Symbols).

TYPE EM, type of employees.

VAR, various.

W, number of elections where union won.

X, code indicates probable BLS error in effective date and duration.

NOTE: For all other abbreviations and symbols, see p. 8.

Distributive Workers or DWA local, now subsumed within the Auto Workers or UAW). In a few cases, CDE obtained information on single-company and/or single-state labor organizations (e.g., the Old Hickory Employees Council represents approximately 2,300 Du Pont workers in Old Hickory, Tennessee). CDE confirmed the existence of these small, independent organizations by consulting the Labor-Management Services Administration's (LMSA) ***1980 Register of Reporting Labor Organizations*** (all unions representing employees file "LM-1" and frequently "LM-2" and "LM-3" reports with the LMSA). Local unions directly affiliated with the AFL-CIO are identified as "DAL." Where more than one union was involved in a contract or work stoppage, we named them when possible, or used "various" ("VAR"). In cases where only a local number was provided, or where no specific labor organization was specified, "not available" ("NA") was used. Finally, we accounted for mergers and name changes among unions through mid-1981. Since that time, the Retail, Wholesale & Department Store Workers (RWDSU) and the Service Employees (SEIU) merged.

Profile Data

Each profile begins with the address of the parent company's corporate headquarters, describes the major business lines and presents statistics on the firm's workforce. This information was drawn from standard reference-sources (e.g., Moody's), corporate documents (annual report, proxy and prospectus), the AFL-CIO Industrial Union Department's ***Pensions: A Study of Benefit Fund Investment Policies*** (1980), and the business press. CDE also had telephone conversations and/or sent written inquiries to all 80 companies, and consulted with several union officials to gather this general information. It is important to note that figures on employment (and particularly the domestic employment statistics) are only approximate. Many of the company workforces are subject to sizeable seasonal variation or are composed of part-time and full-time employees. In addition, several of the companies studied (e.g., the auto, rubber and steel concerns) have a large number of employees on lay-off.[6]

The data on the sexual/racial/occupational composition of U.S. employees was obtained (i) through a Freedom of Information Act request filed with the Labor Department's Office of Federal Contract Compliance Programs (OFCCP), and (ii) through direct solicitation of the companies (see item 2 in How to Read a Profile). These tables are based on the "EEO-1" form filed with both the OFCCP and the Equal Employment Opportunity Commission. CDE merged the provided information into consolidated categories and checked the cited figures against current estimates (much of the data obtained was for 1978). We eliminated those forms that failed to account for major corporate changes, or did not include information for a firm's entire domestic workforce. It should be noted that due to the variation between industries and the vagueness of the occupational categories, these tables should not be used for strict comparative purposes; they are provided in order to describe the overall structure and composition of a company's U.S. employment.

Representation Elections

The National Labor Relations Board's representation process is highly complex. There are several basic types of petitions, elections and numerous procedures. CDE compiled information on closed cases, based on the NLRB's ***Monthly Election Report.*** For the period 1975-1980, the NLRB certified roughly 45,000 elections. Our profiles include for each union, election information on employee-filed petitions, decertification petitions and, within the totals only, incorporate company-filed petitions (we did not find any deauthorization elections). CDE notes with an "@" that certain elections held at Sheraton (IT&T) and Burger King (Pillsbury) may have involved franchised (as opposed to directly-managed) operations. Representation elections are only one indication of union organizing (e.g., some union officials have noted that about 20% of organizing attempts fail to reach election), and they fail to address such factors as employers resorting to delaying tactics to forestall elections. The NLRB's data base is in relatively poor condition (e.g., names are frequently mispelled), and parent-specific data is extremely difficult and costly to compile.

Collective Bargaining Agreements

As its primary source of information on collective bargaining agreements, CDE obtained a computer tape from the BLS that included information on roughly 8,000 public and private sector contracts. All the contracts listed were active within the period 1975-81. We utilized the services of a private firm, Economic Information Systems (EIS) in New York, which maintains an extensive data base on business establishments throughout the United States, to process this tape and identify which agreements involved any of the 80 corporations.

In addition, CDE consulted the Bureau of National Affairs' ***Collective Bargaining Negotiations and Contracts*** (BNA/CBNC). The BNA/CBNC includes a bi-weekly report on settlements for several thousand contracts nationwide. Because we assumed that virtually all contracts last for 3 years, we only researched this source back to 1979. This study also used the AFL-CIO Industrial Union Department's ***Comparative Survey of Major Collective Bargaining Agreements*** (IUD Survey), various BLS publications, corporate documents, the business press, union publications and other periodicals. The Air Line Pilots Association (ALPA) provided contract listings for the airline industry and several other unions provided assistance in identifying contracts.

Contract information from all of the above sources was merged and internally verified. We selected the most recent agreement available for each bargaining relationship and presented information describing its basic characteristic. Any contract that terminated before mid-year 1981, was listed if we could not find a subsequent agreement.[7] We also include information on certain contract provisions that may be of interest to both labor and non-labor readers—union security, anti-discrimination, strike prohibition, health & safety, plant closing, technological change and subcontracting (see item 6 in How to Read a Profile). Information on these provisions was drawn from the BLS data base and from the IUD Survey.

COMPANY SELECTION

The 80 companies profiled in this Handbook were the subject of public campaigns by one or more church and community groups, public interest organizations or trade unions. The 18 campaign issues are briefly described below. Since this list was compiled in late 1980 and early 1981, some of the conflicts have been resolved and the campaigns ended.

Arms Production: military contracting, economic conversion.
Community Reinvestment: lending policies for development and housing.
Dangerous Drugs: marketing of products of questionable safety.
Employment Practices: hiring, promotion, affirmative action or discrimination suits.
Energy: pricing policies.
Environment: polluting the environment.
Human Rights: investments in or lending to Third World countries with controversial human rights policies.
Infant Formula: promotion and marketing in Third World countries.
Labor Organizing/Relations: right to organize or refusal to engage in collective bargaining or use of union-busting consultants or union relations.
Native American Rights: exploitation of natural resources on tribal lands.
Nuclear Power: involvement with nuclear plants or waste.
Nuclear Weapons: involvement in production of nuclear weapons.
Nutrition & TV Advertising: marketing of low-nutrition foods to children.
Plant Closings: plant modernization and closure.
Questionable Payments: illegal overseas payments.
Safety & Health: occupational and public safety hazards.
J P Stevens Campaign: right to organize at company plants.
South Africa: major investment in or lending to South Africa.

Abbott Labs - Infant Formula, South Africa.
AMAX - Environment.
American Cyanamid - Safety & Health.
Amer Elec Power - Nuclear Power, Energy.
American Home Prods - Infant Formula.
American Tel & Tel - Nuclear Weapons.
Atlantic Richfield - Human Rights (Chile).
Bank America - Community Reinvestment, Employment Practices, South Africa.
Bendix - Nuclear Weapons.
Bristol-Myers - Infant Formula.
Campbell Soup - Labor Organizing.
Carnation - Infant Formula, South Africa.
Castle & Cooke - Employment Practices, Human Rights, Labor Organizing, Plant Closings, Questionable Payments.
Caterpillar Tractor - South Africa.
Chase Manhattan - Community Reinvestment, Employment Practices, South Africa.
Chrysler - Arms Production, Plant Closings.
Citicorp - South Africa.
Coca-Cola - Human Rights (Guatemala), South Africa.
Colgate-Palmolive - Human Rights (Guatemala), South Africa.
Commonwealth Edison - Nuclear Power.
Conoco - Environment.
Consolidated Ed of NY - Nuclear Power, Safety & Health.
Control Data - South Africa.

Delta Air Lines - Labor Relations.
Detroit Edison - Nuclear Power.
Dow Chemical - Environment, Safety & Health, South Africa.
Dresser Industries - South Africa.
Du Pont - Nuclear Weapons, Safety & Health.
Eastman Kodak - Arms Production.
Eli Lilly - Dangerous Drugs.
Exxon - Energy, Questionable Payments, South Africa.
Firestone Tire & Rubber - Employment Practices, Plant Closings, South Africa.
Fluor - Employment Practices, Labor Organizing, South Africa.
Ford Motor - Arms Production, Human Rights (Argentina), South Africa.
General Dynamics - Arms Production, Safety & Health.
General Electric - Environment, Nuclear Arms, Nuclear Power.
General Motors - South Africa.
General Public Utilities - Nuclear Power.
Goodyear - Labor Organizing, South Africa.
Grumman - Arms Production, Questionable Payments.

Gulf & Western Inds - Human Rights (Dom Rep) Labor Organizing, Questionable Payments.
Halliburton - Labor Organizing.
Intl Business Machines - South Africa.
Intl Tel & Tel - South Africa.
Iowa Beef Processors - Labor Organizing.
Kellogg - Nutrition & TV Adv, South Africa.
Kerr-McGee- Environment, Native Amer Rights.
Long Island Lighting - Nuclear Power.
LTV - Plant Closings.
Mattel - Human Rights (Korea).
McDermott - Nuclear Power.
McDonnell Douglas - Arms Production.
Mobil - Energy, South Africa.
Monsanto - Nuclear Weapons, South Africa.
Nestle - Infant Formula.
Northwest Airlines - Labor Relations.
Occidental Pet - Environment, Safety & Health, Questionable Payments.
Phillips Petroleum - South Africa.
Pillsbury - Labor Org'g, Nutrition & TV Adv.
Reynolds (R J) Inds - Labor Organizing.
Rockwell Intl - Arms Production.
Seafirst - Human Rights (Chile), Labor Org'g, South Africa.
Sears Roebuck - Employment Practices, J P Stevens Campaign, South Africa.
Sperry - J P Stevens Campaign, South Africa.
Standard Brands - Labor Organizing.
Standard Oil Co of Calif - South Africa.
Standard Oil (Ind) - Emp Practices, Environmnt.
Stevens (J P) - Labor Organizing.
Superior Oil - South Africa.
Texaco - South Africa.
Texas Instruments - Labor Organizing.
UNC Resources - Environment, Native American Rights.
Union Carbide - Energy, Native Amer Rights, Nuclear Weapons, South Africa.
Union Elec- Environment, Native Amer Rights.
Uniroyal - Employment Practices, South Afr.
US Steel - Environment, Plant Closings, South Africa.
United Technologies - Labor Organizing.
Upjohn - Dangerous Drugs, Safety & Health.
Westinghouse - Nuclear Power, South Africa.
Winn-Dixie Stores - Emp Practices, Labor Org'g.

The provision code indicates that a particular clause has been noted, but the lack of provision codes does not necessarily mean that the provisions are absent in the actual contract.

Overall, this study's coverage of large or "key" contracts (involving 1,000 or more workers) is quite comprehensive. The BLS's file includes up to 90% of all such agreements ("key" agreements cover approximately 8 million employees nationwide, or roughly 35% of all workers represented by unions). Unfortunately, information on "non-key" contracts is substantially harder to come by. We were not able to determine how many smaller agreements existed because they are not systematically covered in any public or private source.

The number of employees we cite as covered by each agreement generally refers to the total size of relevant bargaining unit(s). This figure is often higher than the actual number of workers employed at any given point in time because employees that are on furlough, part-time, seasonal or on lay-off (with recall rights) may be covered by the contract (e.g., in the airline industry where many pilots work off a rotating roster, or in the auto industry where sizeable lay-offs have occurred).

Collective bargaining agreements frequently cover a large number of establishments and locations. Many national or master contracts, for example, set general terms while supplementary agreements (bargained at district or local levels) may include particular provisions

for specific locations. Wherever possible, we break down larger agreements into the smaller subsidiary contracts to provide greater detail. CDE attempted to avoid double-counting in these cases, but some of the information obtained was inadequate for this determination.

Virtually all agreements have a duration of 36 months or less (3-year contracts are the most common) and a few agreements may have longer terms (a duration of "999" in the profiles refers to an open-ended agreement where no expiration date is included in the contract). However in the case of approximately 100 contracts, CDE found inordinately long durations (see item 7 in How to Read a Profile). These contracts were drawn from the BLS data base; the effective dates of "10-69" and the unlikely durations of, for example, 81 months reflect a data processing error with regards to the assigned "effective date" in the BLS's computer file.[8] Although we are reasonably confident that these contracts were effective within the period 1975-81, the effective date and duration figures cannot be relied upon (the profiles for General Electric, Gulf & Western, Monsanto, Rockwell International and U.S. Steel include several of these agreements).[9]

Work Stoppages

Very little accurate information on work stoppages is available. According to the BLS, roughly 4-5,000 work stoppages occur annually but no systematic information naming the parties (unions and employers) involved is obtainable. The BLS only verifies and publishes data on the 10-20 stoppages involving 10,000 or more workers that occur each year.

CDE's main source of data on strikes and lockouts is the BLS's weekly ***Current Work Stoppages.*** Drawn from secondary sources and only including preliminary estimates, this report addresses stoppages affecting 1,000 or more workers (secondary idleness excluded).[10] We obtained and processed copies of this report for the period 1975 through June of 1981. CDE also utilized other BLS publications, corporate documents, the business press and several other newspapers.

For each work stoppage described in the profiles, the type of employees involved indicates those initiating or primarily involved in the stoppage. Because the number of employees involved in a particular strike or lockout may vary over time (particularly if the stoppage affects more than one location), we cite the highest number or peak figure. A duration of "999" refers to stoppages lasting for 999 days or more (i.e., approaching 3 years); an "*" duration indicates that the stoppage had not ended as of 6/30/81.

NOTES

1. This Handbook generally does not address labor relations in the agricultural, construction or (private) health care sectors as labor law and labor-management relationships are quite different in these sectors. Collective bargaining in the rail and air industries is governed by the Railway Labor Act, which is administered by the National Mediation Board (NMB). For the profiles on Delta Air Lines, Northwest Airlines and U.S. Steel's railroad subsidiaries, CDE included information on labor relations analagous to National Labor Relations Act provisions. For representation elections, CDE obtained copies of all NMB certifications for the three carriers. It is important to note that in collective bargaining the Railway Labor Act includes several unique features such as "cooling-off" periods and mandatory mediation. Also, railroad agreements technically have no "expiration"—parties notify each other of their intention to alter an existing contract; airline contracts include "amendable dates." The number of workers cited in these kinds of agreements frequently include employees on furlough. Generally, railroads and air carriers are organized along trade or "craft" lines.

2. CDE selected all identifiable subsidiaries/divisions where the parent company had more than 50% of the stock outstanding.

3. Subsequent investigation indicates that certain corporate changes that occurred in early 1981 were not fully accounted for.

4. Due to the lack of systematic labor relations information at the bargaining unit and/or establishment-specific level, and the very large total number of facilities operated by the 80 companies, CDE could not "track" elections, contracts or work stoppages on the basis of individual bargaining units and/or plants. Unavoidably then, these profiles include some information on establishments that are no longer operating, or are no longer owned by the cited parent company. For example, just prior to publication, the Clothing & Textile Workers (ACTWU) informed CDE that United Technologies' Essex plant in Belton, South Carolina had closed in 1981. The contract we list in the United Technologies Profile between Essex and ACTWU (1950) is thus no longer in effect.

5. For example, Gulf & Western's subsidiary, Madison Square Garden, owns both the New York Knickerbockers and the New York Rangers (professional basketball and ice hockey teams respectively). The teams' owner is part of league associations which bargain respectively with the National Basketball Players' Association and the National Hockey League Players' Association.

6. For example, at Ford Motor approximately 50,000 workers are on lay-off. Our data on Ford's contracts includes many of these workers (the bargaining units still include many such employees, particularly those with active recall rights).

7. A subsequent agreement could "disappear" for the following reasons: (a) no new agreement was signed; (b) an agreement was signed but our data sources failed to record it; (c) the bargaining relationship terminated through, for example, plant closure or a change in ownership; or (d) CDE failed to detect the new contract.

8. Every attempt was made to rectify this error with the BLS, but our efforts proved fruitless. CDE's assumption is that the BLS arbitrarily assigned an incorrect effective date of "10-69," but an accurate expiration date can be calculated by adding the number of months (duration) to the "effective date" of 10-69.

9. A final check of our profiles just prior to publication has revealed that 3-4 of these contracts may not have been effective within the period 1975-81.

10. Work stoppages involving 1,000 or more workers are relatively uncommon but they do involve the majority of the total number of workers affected by all stoppages. In 1979, such strikes or lockouts constituted less than 5% of the total number of work stoppages that occurred (235 out of 4,827), but close to 60% of the workers involved in all stoppages were accounted for in these larger stoppages.

To try and improve our coverage, we explored several different means to identify strikes and lockouts that have occurred since 1975. For example, we consulted with the Federal Mediation and Conciliation Services (FMCS) to determine whether it was feasible to compile information drawn from "30-day notices" filed with that agency. Under the Labor-Management Reporting & Disclosure Act, employers and/or unions are required to notify the FMCS (and state mediation agencies) within 30 days of a contract's expiration, if bargaining has not resulted in a new settlement. These "dispute notices" thus serve as a possible indication of impending stoppages. However, the FMCS receives approximately 120,000 of these forms annually (no figure is available on how many employers/unions fail to comply with the reporting requirement), and it proved unfeasible to process the notices, let alone track each relevant notice individually to determine whether a work stoppage ensued.

Part Two

ABBOTT LABORATORIES

ABBOTT PARK, N. CHICAGO, IL 60064

BUSINESS LINES: HEALTH CARE PRODS
TOTAL EMPLS: 31000 % EMPLS US: 65% % US UNIONIZED: <5%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	92	66	43	49	57
FEMALE	8	34	57	51	43
WHITE	92	82	88	61	76
BLACK	3	9	8	27	15
OTHER MIN	4	9	4	12	9
TOTAL	1991	3661	3868	6473	15993

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
ABBOTT LABS								
ACTWU	0	0	0	1	1	67	67	VA
UFCW	0	1	0	0	1	23	23	AZ
NA	0	2	0	0	2	29	14	PR

AMAX

AMAX CENTER, GREENWICH, CT 06830

BUSINESS LINES: METAL MINING & COAL
TOTAL EMPLS: 20400 % EMPLS US: 90% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
AMAX								
IUOE	0	1	0	0	1	428	428	CO
USA	0	2	0	0	2	53	26	LA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
AMAX							
IBEW(1823)	7-80	36	150	P&M		CO	CLIMAX
OCAW(2-24410)	7-80	36	2300	P&M	AGHJKL	CO	CLIMAX
OCAW(7-347)	2-81	36	340	P&M		IL	SAUGET
OPEIU	NA	NA	NA	NA		CO	CLIMAX
USA	10-69 x	84	200	P&M		CO	CLIMAX
USA	3-80	36	NA	NA		NJ	FLORHAM PARK
						NJ	NEWARK
USA(8373)	NA	32	420	NA		LA	BRAITHWAITE
USA	NA	NA	NA	NA		NM	CARLSBAD
USA	NA	NA	NA	NA		UT	SALT LAKE C
US METALS REF							
USA	10-80	33	1400	VAR	AGHJKL	NJ	CARTERET
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
AMAX							
USA	8-79	137	420	P&M	WAJ	LA	BRAITHWAITE
USA	2-80	42	NA	NA	NA	NJ	
USA	5-81	NA	NA	NA	NA	MO	BOSS
US METALS REF							
USA	7-77	86	1200	P&M	WAJ SUB	NJ	CARTERET
USA	6-80	98	NA	NA	NA	NJ	CARTERET
(BCOA)#							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	
(COPPER IND)#							
USA BBF CJA IAM IBEW IBT IUOE PPF	7-77	68	23500	P&M	WAJ SUB	IS	
USA BBF CJA IAM IBEW IBT IUOE PPF	7-80	143	26500	P&M	WAJ SUB	IS	

AMERICAN CYANAMID

859 BERDAN AVE., WAYNE, NJ, 07470

BUSINESS LINES: MEDICAL, AGRICULTURE, CHEMICALS & CONSUMER PRODS
TOTAL EMPLS: 42600 % EMPLS US: 75% % US UNIONIZED: 75%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
AMER CYANAMID								
CLGW	1	0	0	0	1	27	27	NE
IBT	1	1	0	1	3	101	34	FL TX
IUOE	0	1	0	0	1	49	49	WV
UAW	0	1	0	0	1	36	36	OH
NA	1	0	0	0	1	13	13	TX
FORMICA								
IBFO	0	0	1	0	1	262	262	CA
CJA	0	1	0	0	1	66	66	IN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
AMER CYANAMID							
ACTWU	9-75	24	450	P&M		OH	PAINESVILLE
ICW(315)	8-76	24	100	P&M		CT	STAMFORD
ICW(436)	4-78	24	425	NA		CT	WALLINGFORD
ICW(560)	7-78	24	700	P&M		CT	DANBURY
ICW(111)	1-81	24	920	P&M	EGHJKL	NJ	BOUND BROOK
ICW(887)	NA	NA	115	NA		MO	HANNIBAL
ICW(493)	NA	NA	55	NA		IN	MICHIGAN CTY
OCAW(4-208)	9-75	24	100	P&M P/T		TX	FORT WORTH
OCAW(3-499)	7-77	22	550	P&M		WV	WILLOW ISLND
OCAW	NA	NA	405	NA		LA	WESTWEGO
OCAW(6-659)	NA	24	NA	NA		MN	WRENSHALL
USA(12426)	7-77	24	500	P&M		NJ	

AMERICAN CYANAMID - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
FORMICA							
IUE(757)	6-80	22	850	P&M	BGJLN	OH	CINCINNATI
LEDERLE LABS							
ICW(143)	1-80	24	1500	P&M	EGHJKL	NY	PEARL RIVER
SHULTON							
GBBA(126)	12-79	36	125	P&M		NJ	MAYS LANDING
IBT(892)	1-77	36	400	P&M		NJ	CLIFTON

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
AMER CYANAMID							
ICW(111)	12-78	54	1300	P&M	WAJ PLA	NJ	BOUND BROOK
OCAW	75	999[1]	400	NA	NA	LA	WESTWEGO

AMERICAN ELECTRIC POWER

2 BROADWAY, NEW YORK, NY 10004

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 26700 % EMPLS US: 100% % US UNIONIZED: 25%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
APPALACHIAN POW								
IBEW	2	7	1	1	11	504	46	MD VA WV
USA	1	0	0	0	1	248	248	WV
CENTRL OH COAL								
IBEW	0	1	0	0	1	22	22	OH
INDIANA & MICH ELEC								
IBEW	0	3	0	0	3	72	24	IN
NA	0	1	0	0	1	12	12	IN
KENTUCKY POWER								
IBEW	0	0	1	0	1	143	143	KY
OHIO POWER								
IBEW	0	2	0	0	3	89	30	IL OH
UMW	0	1	0	0	1	56	56	IL

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
APPALACHIAN POW							
IBEW(978)	4-76	36	750	P&M		VA WV	
COLUMBUS & STHRN OHIO ELECTRIC							
IBEW(1466)	7-80	24	1600	P&M	BGHJKL	OH	COLUMBUS
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
(BCOA)#							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UK#	3-81	90	11000	P&M	WAJ SUB	IS	

AMERICAN HOME PRODUCTS

685 THIRD AVE., NEW YORK, NY 10017

BUSINESS LINES: DRUGS, FOODS, HOUSEHOLD PRODS & HOUSEWARES
TOTAL EMPLS: 49800 % EMPLS US: 50% % US UNIONIZED: 45%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
AMER HOME PROD								
AIW	0	1	0	0	1	79	79	NY
IBT	0	1	0	0	1	43	43	IN
PTE	1	0	0	0	1	50	50	IL
USA	0	1	0	0	1	148	148	PA
BOYLE-MIDWAY								
IBT	3	1	0	0	4	248	62	CA PR
OCAW	1	0	0	0	1	10	10	NJ
COROMETRICS MEDICAL SYS								
SEIU	0	1	0	0	1	181	181	CT
HOUSEHOLD RESEARCH INST								
IBT	0	2	0	0	2	66	33	CA IL
SLAYMAKER LOCK								
ABC	1	0	0	0	1	210	210	PA
WHITEHALL								
IBT	0	1	0	0	1	27	27	NJ
OCAW	0	0	0	2	2	310	155	NJ
WYETH LABS								
IBT	0	2	0	0	2	728	364	PA TN
OCAW	1	1	0	1	3	824	275	PA
OPEIU	0	1	0	0	1	27	27	MI
PTE	0	0	0	1	1	49	49	IL

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
AMER HOME PROD							
UFCW(38)	2-81	36	1450	P&M	BGL	PA	MILTON
AYERST LABS							
ICW(95)	NA	NA	410	NA		NY	ROUSE'S PT
BOYLE-MIDWAY							
OCAW(7-450)	NA	36	NA	NA		OH	CANTON
BRACH & SONS							
IBT(738)	7-80	36	3200	P&M	AGHJKL	IL	CHICAGO
ECKO PRODUCTS							
IBT(714)	2-78	36	900	P&M		IL	BERWYN

AMERICAN TEL & TEL

195 BROADWAY, NEW YORK, NY 10007

BUSINESS LINES: COMMUNICATIONS
TOTAL EMPLS: 1044000 % EMPLS US: >95% % US UNIONIZED: 65%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
BELL TEL OF NV								
CWA	2	0	0	0	2	63	31	CA NV
BELL TEL OF PA								
FED TEL WKRS	1	0	0	0	1	13	13	PA

AMERICAN TELEPHONE & TELEGRAPH - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CHESAPEAKE & POTOMAC TEL								
CWA	1	0	0	0	1	2395	2395	MD
NA	1	0	0	0	1	1771	1771	MD
ILLINOIS BELL								
CWA	3	0	0	0	3	645	215	IL
IBEW	5	2	0	0	7	170	24	IL
INDIANA BELL								
CWA	1	0	0	0	1	30	30	IN
IBEW	1	0	0	0	1	13	13	IN
MICHIGAN BELL								
CWA	27	7	0	0	34	1305	38	MI
DCAW	0	1	0	0	1	8	8	MI
MTN STATES TEL								
CJA	1	0	0	0	1	6	6	MT
CWA	39	19	0	0	58	4007	501	AZ CO ID MT NM TX UT WA
IBEW	8	4	0	0	12	154	13	MT WA
NASSAU RECYCLE								
CWA	1	0	0	0	1	936	936	SC
NEW ENGLAND TEL								
CWA	1	2	0	0	3	408	136	MA
IBEW	3	7	0	0	10	770	77	MA NH RI
NEW YORK TEL								
NA	1	0	0	0	1	3612	3612	NY
PACIFIC NORTH-WEST BELL								
CWA	1	0	0	0	1	6	6	OR
PACIFIC TEL								
CWA	52	16	0	0	68	3987	59	CA
IBEW	1	0	0	0	1	459	459	CA
NA	8	5	0	0	13	1251	96	CA
S CENTRAL BELL								
CWA	1	0	0	0	1	11	11	LA
SANDIA CORP								
IAM	0	1	0	0	1	37	37	CA
SOUTHWSTN BELL								
CWA	3	5	0	0	8	672	84	AR MO TX
TELETYPE CORP								
CWA	0	1	0	0	1	469	469	IL
IBEW	2	0	0	0	2	482	241	AR IL
WESTERN ELEC								
CWA	2	17	0	0	19	2133	112	AL CO FL LA MD MI NJ NY NC TX UT VA WA
IBEW	5	4	1	0	10	8631	863	IN KS MA NE OH OK PA
IBT	0	2	0	0	2	134	67	CA MA
IUE	0	0	0	1	1	131	131	NJ
NA	0	1	0	0	1	4	4	CA
WISCONSIN TEL								
CWA	11	16	1	0	28	967	35	WI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
BELL TEL LABS							
CWA	8-80	36	1500	P&M P/T	CHJL	IS	
NA	10-69 x	94	100	NA		NJ	
NA[2]	8-80	36	100	NA		IS	
BELL TEL OF PA							
FED TEL WKRS	NA	NA	14500	P&M P/T		PA	
IBEW(1944)	8-80	36	4000	C/S	CGHIJL	PA	
IBEW	NA	NA	7000	P&M		PA	PHILADELPHIA
PA TEL GUILD	NA	NA	4000	NA		PA	
NA	10-69 x	94	550	P&M C/S		PA	
NA[2]	8-80	36	11950	P&M	CIJKLN	PA	

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NA[2]	8-80	36	3350	C/S	CGHIJL	PA	
NA[2]	10-80	36	1300	C/S	CIL	PA	
CHESAPEAKE & POTOMAC TEL							
CWA	8-80	36	33150	P&M	CJL	IS	
DIAMOND STATE TEL							
COMMERCIAL UNION	NA	NA	200	NA		DE	
UNITED TEL WKRS OF DE	NA	NA	1400	NA		DE	
NA[2]	8-80	36	1400	P&M C/S	CIKLN	DE	
ILLINOIS BELL							
CWA	8-80	36	6400	P&M C/S	DIJL	IL	
IBEW	8-80	36	13800	P&M C/S	BGJKL	IS	
IBEW	8-80	36	1200	C/S	AGIJLN	IL	
TEL COMMERCL EMPL UNION	NA	NA	14000	NA		IL	
NA[2]	8-77	36	2000	C/S	CGHJLN	IL	
NA[2]	8-80	36	4900	NA		IL	
NA	8-80	36	2500	C/S	CGJL	IS	
INDIANA BELL							
CWA	8-80	36	3600	P&M	CL	IN	
CWA	8-80	36	3600	C/S	CL	IN	
IBEW	8-80	36	600	P&M		IN	
AT&T-LONG LINES							
CWA	8-80	36	22500	VAR	CHLN	IS	
MICHIGAN BELL							
CWA	8-74	36	6000	C/S	CGHL	MI	
CWA	8-74	36	1700	C/S	CGHIL	MI	
CWA	8-80	36	20200	P&M	CGHIL	MI	
MTN STATES TEL							
CWA	8-80	36	27700	P&M C/S	CHL	IS	
IBEW	10-69 x	94	150	C/S		IS	
IBEW	10-69 x	94	100	C/S		MT	
IBEW	8-80	36	1500	NA		IS	
IBEW	NA	NA	720	P&M		MT	
IBEW	NA	NA	150	C/S		CO	DENVER
NEW ENGLAND TEL							
CWA(1302)	8-77	36	630	C/S		IS	
CWA	8-77	36	160	C/S		IS	
CWA	NA	36	860	NA		IS	
IBEW	8-80	36	16000	VAR	DGIJLN	IS	
IBEW	8-80	36	6300	C/S	BGHIJL	IS	
IBEW	8-80	36	1400	P&M C/S	CGIJLN	IS	
NJ BELL TEL							
CWA	8-80	36	8400	C/S	CGIJL	NJ	
IBEW	8-80	36	12600	VAR	CGHIL	NJ	NEWARK
NA[2]	8-80	36	3050	P&M C/S	CJLN	NY	
NEW YORK TEL							
CWA	8-80	36	30000	VAR	CJIL	NY	
NA[2]	8-80	36	25600	VAR	CGHIJL	NY	
NORTHWSTN BELL							
CWA	8-80	36	21700	P&M C/S	CGIL	IS	
OHIO BELL TEL							
CWA	8-80	36	17500	P&M C/S	CJLN	OH	
PACIFIC NORTH-WEST BELL							
CWA	8-80	36	16000	VAR	DJLN	IS	
IBEW(1011)	10-69 x	94	600	P&M		IS	
IBEW	8-80	36	750	NA		IS	
IBEW	NA	NA	685	P&M		WA	SEATTLE
PACIFIC TEL[3]							
CWA	8-80	36	66700	VAR	CL	CA NV	
IBEW(2139)	10-69 x	94	350	NA		CA	
IBEW	8-80	36	3300	P&M C/S	CGHL	CA NV	
IBEW(1269)	8-80	36	850	C/S		CA NV	
NA[2]	7-74	37	800	C/S	CHL	CA	
NA[2]	8-80	36	350	NA		CA NV	

AMERICAN TELEPHONE & TELEGRAPH - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
SANDIA							
OPEIU(251)	10-78	36	800	C/S		NM	ALBUQUERQUE
VAR	10-79	36	850	P&M P/T		NM	ALBUQUERQUE
S CENTRAL BELL							
CWA	8-77	36	46200	P&M C/S	CGHIJL	IS	
SOUTHERN BELL							
CWA	8-80	36	56100	VAR	CGHIJL	IS	
SOUTHWSTN BELL							
CWA	8-80	36	67500	P&M C/S	CGHL	IS	
TELETYPE							
IBEW(2022)	8-80	36	1800	P&M	CGHJL	AR	LITTLE ROCK
NA	8-80	36	1850	P&M	CGHL	IL	COOK COUNTY
WESTERN ELEC							
CWA(1162)	8-74	36	2000	P&M	CGHL	NY	BUFFALO
CWA(3060 3061 3062)	8-77	36	3450	NA	CGHLN	NC	
CWA	8-77	36	3360	P&M	CGHL	MO	KANSAS CITY
CWA	8-77	36	2200	P&M	CGHL	TX	DALLAS
CWA(3263)	8-77	36	1120	P&M	CGHJL	GA	ATLANTA
CWA	8-77	36	1050	P&M	CGHJL	AZ	PHOENIX
CWA	8-80	36	22650	P&M	CGHL	MA	
CWA	8-80	36	14750	P&M	CGHJKL	IS	
CWA	8-80	36	14000	P&M	CGHL	IS	
CWA	NA	NA	2210	P&M		TN	DALLAS
CWA	NA	NA	640	NA		VA	RICHMOND
IBEW(2342)	10-69 x	94	450	P&M		CA	SAN RAMON
IBEW(1864)	8-77	36	205	P&M		IL	CHICAGO
IBEW(1942)	8-77	36	200	C/S		IL	MONTGOMERY
IBEW	8-77	36	65	P&M		IN	UNDERWOOD
IBEW(1504)	8-80	36	5750	P&M	CGHJL	IN	INDIANAPOLIS
IBEW(2188)	8-80	36	5700	P&M	CGHL	LA	SHREVEPORT
IBEW(1470)	8-80	36	5135	P&M C/S	CGHJL	NJ	KEARNEY
IBEW(1859)	8-80	36	4600	P&M	CGHJL	IL	CHICAGO
IBEW(2021)	8-80	36	3950	P&M	CGHJL	OK	OKLAHOMA CTY
IBEW(2020)	8-80	36	3900	P&M	CGHJLN	OH	COLUMBUS
IBEW(1974)	8-80	36	3300	P&M	CGHL	NE	OMAHA
IBEW(1522)	8-80	36	3250	P&M	CGHJL	PA	ALLENTOWN
IBEW(2300)	8-80	36	2300	P&M	CGHL	CO	DENVER
IBEW(1898)	8-80	36	2150	P&M	CGJL	PA	READING
IBEW(1942)	8-80	36	2050	P&M	CGHJL	IL	MONTGOMERY
IBEW(2310)	8-80	36	1500	P&M	CGJL	IL	LISLIE
IBEW	8-80	36	850	C/S	CGHJL	IL	CHICAGO
IBEW	8-80	36	800	P&M	CGHL	NJ	NEWARK
IBEW(2022)	NA	NA	1685	NA		AR	LITTLE ROCK
IBEW(1806)	NA	NA	1115	P&M		IL	CHICAGO
IBEW(1470)	NA	NA	845	P/T		NJ	KEARNEY
IBEW(1470)	NA	NA	810	P/T		NJ	NEWARK
IBEW(1599)	NA	NA	345	P/T		OK	OKLAHOMA CTY
IBEW(1470)	NA	NA	225	P/T		NJ	KEARNEY
IBEW(363)	NA	NA	165	P&M		NY	RAMAPO
IBEW	NA	NA	85	P&M		MI	NILES
IBEW(2371)	NA	NA	80	NA		CA	SACREMENTO
PTE(81)	10-69 x	95	500	P/T		IL	ROLLNG MDOWS
NA	8-80	36	4650	P&M	CGHL	MD	
NA[2]	8-80	36	360	NA		IS	
WISCONSIN TEL							
CWA	8-80	36	6200	VAR	CGIL	WI	
ONE NINETY-FIVE BROADWAY							
NA	10-69 x	94	300	P&M		NY	NEW YORK

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
AT&T							
CWA	7-78	2	4700	P&M C/S	PLA	IS	
NA	8-77	NA	1100	NA	NA	IS	
NEW YORK TEL							
CWA	10-79	1	10400	P&M	PLA	NY	NEW YORK
CWA	8-80	1	1400	P&M C/S	LUI	NY	
CWA	8-80	1	1000	P&M	JBS	NY	NEW YORK
OHIO BELL TEL							
CWA	5-76	17	12000	P&M	JBS PLA	OH	CLEVELAND
PACIFIC TEL							
CWA	8-80	1	3000	P&M C/S	JBS PLA	CA NV	
WESTERN ELEC							
CWA	10-75	3	14200	P&M	PLA	NY	

ATLANTIC RICHFIELD

P.O. BOX 2679-T.A., LOS ANGELES, CA 90051

BUSINESS LINES: PETROLEUM & NATURAL GAS, COAL, METAL MINING & CHEM
TOTAL EMPLS: 53400 % EMPLS US: 95% % US UNIONIZED: 45%

REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
ATL RICH-ARCO								
IBEW	0	1	0	0	1	78	78	AK
IBT	0	1	1	2	4	72	18	AZ CA OH WA
OCAW	0	0	0	1	1	5	5	OH
NA	1	0	0	0	1	53	53	TX
ANACONDA								
CWA	0	0	1	0	1	40	40	MO
IBEW	0	2	0	0	2	369	184	CA NC
IBT	1	0	0	0	2	112	56	NC WI
USA	1	1	1	0	3	362	121	CA FL UT
NA	0	2	0	1	3	133	44	NC OH WI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
ATL RICH-ARCO							
ATLANTIC INDPT UNION	12-79	24	3600	P&M C/S	FGL	IS	
IBT(986)	3-77	36	100	P&M		CA	
METAL TRADES COUNCIL	3-77	36	1200	P&M		WA	RICHLAND
OCAW	1-79	36	1200	P&M	EGHJKL	CA	
OCAW	3-80	21	3200	P&M	FGHIJK	IS	
OCAW	NA	24	1000	NA		TX	HOUSTON
NA	3-75	36	400	P&M		CA NY	
NA	9-75	36	150	P/T		IS	
ANACONDA							
IAM UAW USA	2-81	36	2100	P&M		IS	
IBEW(369)	10-69 x	94	100	P&M		KY	LOUISVILLE
IBEW(2224)	8-75	36	100	P&M		GA	WATKINSVILLE
IBEW(983)	11-75	36	200	P&M		MI	MUSKEGON
IBEW IBT IUOE USA						AZ	TWIN BUTTES
IUE(404)	10-69 x	69	400	P&M		NY	
NEVADA IND'L COUNCIL	6-77	36	NA	NA		NV	YERINGTON
						NV	VICTORIA
USA BAC IAM IBEW IUOE PAT IBT	10-80	33	1300	P&M	AGHIJK	MT	ANACONDA
						MT	GREAT FALLS
						MT	BUTTE
VAR	9-80	36	900	P&M		MT	COLUMBIA FL

ATLANTIC RICHFIELD - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NA	NA	NA	1180	NA		NA	
NA	NA	NA	800	NA		NA	
NA	NA	NA	365	NA		NA	
GENL CASTING							
USA(3352)	6-75	12	400	P&M		WI	WAUKESHA
WALWORTH							
USA	5-75	36	1150	P/T C/S	AGJKLN	IS	
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
ATL RICH-ARCO							
METAL TRADES COUNCIL	4-76	93	2000	P&M	WAJ	WA	RICHFIELD
ANACONDA							
IAM UAW USA	10-77	184	2400	P&M	WAJ	IS	
NA	1-75	NA	NA	NA	NA	IN	
(BCOA)#							
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	
(COPPER IND)#							
USA BBF CJA IAM IBEW IBT IUOE PPF	7-77	68	23500	P&M	WAJ SUB	IS	
USA BBF CJA IAM IBEW IBT IUOE PPF	7-80	143	26500	P&M	WAJ SUB	IS	
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

BANKAMERICA

555 CALIFORNIA ST., SAN FRANCISCO, CA 94104

BUSINESS LINES: BANKING & FINANCE
TOTAL EMPLS: 83700 % EMPLS US: 80% % US UNIONIZED: 0%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	50	65	15	35	27
FEMALE	50	35	85	65	73
WHITE	77	76	64	52	67
BLACK	4	6	9	12	8
OTHER MIN	19	18	26	37	25
TOTAL	16994	1386	42453	6127	66960

BENDIX

ONE BENDIX CENTER, SOUTHFIELD, MI 48037

BUSINESS LINES: AUTOMOTIVE, AERO-ELECTRONICS, FOREST PR, INDUSTL-ENERGY
TOTAL EMPLS: 78500 % EMPLS US: 65% % US UNIONIZED: 55%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	95	87	30	74	75
FEMALE	5	13	70	26	25
WHITE	94	90	84	85	87
BLACK	3	5	11	11	9
OTHER MIN	2	4	5	5	5
TOTAL	5630	12280	5136	28223	51269

REPRESENTATION ELECTIONS

UNION	EM W	EM L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
BENDIX								
CWA	0	1	0	0	1	235	235	MD
IAM	1	0	0	0	1	100	100	AL
IBEW	1	1	0	0	2	36	18	CA MD
MEBA	0	1	0	0	1	106	106	FL
OCAW	0	1	0	0	1	21	21	CO
PGW	1	0	0	0	1	3	3	KY
UAW	0	4	0	0	4	1139	285	IN MI NY TN
UTW	1	1	1	0	3	247	82	MD
NA	1	0	0	0	1	11	11	CO
AMER FOREST PROD								
CJA	1	0	0	0	1	6	6	CA
IBT	1	1	0	0	2	15	7	NM TX
UFWA	0	1	0	0	1	21	21	MI
UPIU	1	0	0	0	1	108	108	AL
AUTOLITE								
UAW	0	1	0	0	1	59	59	OH
BENDIX FOREST PRODUCTS								
CJA	0	1	0	0	1	333	333	IL
IBT	0	0	1	0	1	15	15	CA
IWA	0	1	0	0	1	516	516	OR
COURTIER								
UAW	1	1	0	0	2	39	19	MI
FRAM								
UAW	2	0	0	0	2	358	179	MO NV
MODERN MATRLS								
IBT	0	3	0	0	3	87	29	CA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
BENDIX							
CJA(530)	9-74	36	100	P&M		CA	COLTON
IAM(923)	10-69 X	96	400	P&M		PA	
IAM(1561)	10-69 X	95	350	P&M		MD	BALTIMORE
IAM	10-69 X	97	350	P&M		IA	
IAM(1529)	10-77	36	1800	P&M C/S	AGHKL	NY	SIDNEY
IAM(D 71)	9-78	37	3150	P&M	AGHKL	MO	KANSAS CITY
IAM(2461)	NA	39	430	NA		VA	NEWPORT NEWS
IUE(109)	10-69 X	97	100	NA		MD	BALTIMORE
IUE(417)	8-75	36	400	P&M		NJ	EATONTOWN
UAW(717)	5-74	36	100	P&M		MI	JACKSON
UAW(971)	7-77	36	540	P&M	AGHKL	NC	ELYRIA
UAW(153 179 383 1508 9)	4-80	36	6500	P&M	AGKL	IS	
UE(274)	NA	36	250	NA		MA	GREENFIELD
AMER FOREST PROD							
CJA	NA	NA	NA	NA		CA	
IWA	NA	NA	NA	NA		CA	
AUTOLITE							
UAW	11-79	36	1200	P&M	AGJKLN	MI	

BENDIX - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
WARNER & SWASEY							
IAM(1253)	1-79	33	900	P&M		OH	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
BENDIX							
IAM(D 71)	8-75	36	2500	P&M	WAJ	MO	KANSAS CITY
UAW	5-77	2	1100	P&M	LUI	MI	ST JOSEPH

BRISTOL-MYERS

345 PARK AVE., NEW YORK, NY 10022

BUSINESS LINES: TOILETRIES, COSMETICS, HOUSEHOLD PRODS & PHARM
TOTAL EMPLS: 35000 % EMPLS US: 55% % US UNIONIZED: <10%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	84	64	37	55	56
FEMALE	16	36	63	45	44
WHITE	92	88	84	72	81
BLACK	8	12	16	28	19
OTHER MIN[4]					
TOTAL	3354	3022	5946	7221	19543

REPRESENTATION ELECTIONS

UNION	EM W	PET L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
BRISTOL-MYERS								
SEIU	0	0	0	1	1	29	29	GA
NA	0	1	0	0	1	11	11	IL
DRACKETT								
UFWA	1	0	0	0	1	141	141	IL
UNITEK								
IBT	1	0	0	0	1	21	21	CA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DRACKETT							
ICW(1)	2-77	36	60	NA		CA	LA MIRADA
ICW(501)	NA	36	65	NA		OH	CINCINNATI

CAMPBELL SOUP

CAMPBELL PLACE, CAMDEN, NJ, 08101

BUSINESS LINES: FOOD PRODS
TOTAL EMPLS: 38000 % EMPLS US: 90% % US UNIONIZED: 35%

REPRESENTATION ELECTIONS

UNION	EM W	PET L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CAMPBELL SOUP								
IBT	1	0	1	0	2	1521	760	CA MD
OPEIU	0	1	0	0	1	103	103	TX
UFCW	0	1	0	0	1	88	88	DE
PEPPERDGE FARM								
IBT	0	2	0	0	2	83	83	IL SC
TOANA ENTERPRS								
HERE	0	1	0	0	1	134	134	NJ

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CAMPBELL SOUP							
IAM(2031)	3-76	24	300	P&M		NJ	CAMDEN
IBT(228)	4-79	37	1400	P&M	DGKLN	CA	SACRAMENTO
IBT(148)	1-80	11	2000	P&M	CGKL	OH	NAPOLEON
RWDSU(194)	11-77	24	900	P&M	DGHL	IL	CHICAGO
UFCW	9-78	36	750	P&M		NE	OMAHA
UFCW	9-75	36	400	P&M		NE	FREEMONT
UFCW	9-75	36	400	P&M		NE	TECUMSEH
UFCW	1-76	24	450	P&M		MO	CHESTERTOWN
UFCW	4-77	36	600	P&M		CA	MODESTA
UFCW(P-1229)	12-79	24	1500	P&M	AGJL	TX	PARIS
UFCW(P-80)	3-80	24	1300	P&M	CGJL	NJ	CAMDEN
UFCW(425)	9-80	12	1000	P&M	AGJKLN	AR	FAYETTEVILLE
VLASIC FOODS							
DAIRY & BAKERY WKRS	NA	NA	NA	NA		MI	
IBT	NA	NA	NA	NA		CA	
RWDSU(87)	NA	36	NA	NA		MI	
RWDSU	NA	NA	NA	NA		MS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
CAMPBELL SOUP							
FARM LABOR ORG'G COMM[6]	78	999	1500	AGR	VAR	OH	
VLASIC FOODS							
RWDSU	7-78	3	1000	P&M	WAJ	MI	

CARNATION

5045 WILSHIRE BLVD., LOS ANGELES, CA 90036

BUSINESS LINES: FOOD PRODS; CONTAINERS, SCHOLASTIC PRODS
TOTAL EMPLS: 22400 % EMPLS US: NA % US UNIONIZED: NA

REPRESENTATION ELECTIONS

UNION	EM W	PET L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CARNATION								
AFGM	1	0	0	0	1	32	32	FL
IAM	0	0	1	0	1	200	200	CA
IBT	3	1	0	0	4	92	23	KY PA WA
OPEIU	0	0	1	0	1	19	19	CA
UAW	1	0	0	0	1	3	3	IN
UFCW	1	0	0	0	1	39	39	IA
DAYTON RELIABLE TOOL								
NA	0	1	0	0	1	150	150	OH
HERFF JONES								
PGCU	0	2	0	0	2	82	41	IN WA

CARNATION - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CARNATION							
IBT	1-78	36	950	P&M	AGHKL	IS	
UFCW(P31)	NA	NA	120	P&M		IA	FORT DODGE
UFCW	NA	NA	55	P&M		CA	FRESNO

CASTLE & COOKE

P.O. BOX 3928, SAN FRANCISCO, CA 94111

BUSINESS LINES: FOOD PROCESSING, MERCHANDISING & MFG; REAL ESTATE
TOTAL EMPLS: 37800 % EMPLS US: 35% % US UNIONIZED: 55%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CASTLE & COOKE								
BCTW	0	1	0	0	1	8	8	IL
ILA	0	1	0	0	1	9	9	HI
UFCW	0	1	0	0	2	48	24	CA
ARNESON PROD								
IAM	1	0	0	0	1	47	47	CA
BUMBLE BEE								
SIU	0	1	0	0	1	1284	1284	PR
NA	0	1	0	0	1	68	68	OR
STANDARD FRUIT								
ILA	0	1	0	0	1	13	13	MS
OPEIU	0	1	0	0	1	12	12	MS

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
BUD ANTLE							
IBT(890)	9-80	36	2600	AGR DRV		CA	SALINAS
BUMBLE BEE							
UFCW	5-77	24	600	P&M		OR	
DOLE							
ILWU(142)	NA	NA	NA	NA		HI	HONOLULU
STANDARD FRUIT							
ILWU	NA	36	100	C/S		CA	LOS ANGELES
SUN HARBOR IND							
SIU	4-75	36	700	P&M		CA	SAN DIEGO

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
BUD ANTLE							
IBT(890)	9-80	8	2600	AGR	WAJ	CA	SALINAS
WEST FOODS							
UFW	8-75	NA	200	AGR	INC	CA	VENTURA

CATERPILLAR TRACTOR

100 N.E. ADAMS ST., PEORIA, IL 61629

BUSINESS LINES: EARTH-MOVING EQUIPMENT, TRACTORS, ETC.
TOTAL EMPLS: 81900 % EMPLS US: 75% % US UNIONIZED: 55%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	98	92	52	93	89
FEMALE	2	8	48	7	11
WHITE	96	96	90	88	90
BLACK	3	3	8	9	7
OTHER MIN	1	1	2	3	3
TOTAL	5368	9173	6438	41134	62113

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CATERPILLAR								
PGW	1	0	0	1	2	42	21	IA TN
UAW	2	0	0	0	2	222	111	IL TN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CATERPILLAR							
AIW(806)	6-77	36	470	P&M		WI	MILWAUKEE
IAM(115)	4-77	36	1535	NA		CA	SAN LEANDRO
IAM(1506)	4-77	36	NA	NA		TX	DALLAS
IAM(851)	1-80	36	5700	P&M	AGHJKL	IL	JOLIET
IAM(284)	5-80	36	1350	P&M	AGHJKL	CA	SAN LEANDRO
UAW	12-79	33	35000	P&M C/S	AGHJKL	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
CATERPILLAR							
IAM	5-77	93	1600	P&M	VAR	CA	SAN LEANDRO
UAW	10-79	80	40400	P&M	WAJ SUB	IS	

CHASE MANHATTAN

1 CHASE MANHATTAN PLAZA, NEW YORK, NY 10081

BUSINESS LINES: BANKING & FINANCE
TOTAL EMPLS: 33400 % EMPLS US: 60% % US UNIONIZED: <1%

CHRYSLER

P.O. BOX 1919, DETROIT, MI 48288

BUSINESS LINES: MOTOR VEHICLES & AUTOMOTIVE PRODS; MARINE ENGINES
TOTAL EMPLS: 92600 % EMPLS US: 80% % US UNIONIZED: 75%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	97	93	40	91	89
FEMALE	3	7	60	9	11
WHITE	91	94	89	69	76
BLACK	8	4	10	30	23
OTHER MIN	1	2	2	1	1
TOTAL	7844	10260	5302	55739	79145

CHRYSLER - CONTINUED

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CHRYSLER								
PGW	1	2	0	0	3	70	23	DE OH
SMW	0	1	0	0	1	209	209	SC
UAW	28	5	0	0	33	710	22	AL CA FL LA MD MI MN MO NY OH PA TX
NA	1	1	0	0	2	13	6	MI MO

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CHRYSLER							
AIW(898)	7-76	36	850	P&M	AGHL	WI	HARTFORD
						WI	BEAVER DAM
IUE(775)	12-76	34	2000	P&M	AGHL	OH	DAYTON
PGW	11-79	34	850	GRD		IS	
UAW(1684)	5-74	36	1150	P&M	AGHL	KY	
UAW	9-79	36	64000	P&M	AGHJKL	IS	
UAW	10-79	35	8800	C/S P/T	AGHIL	IS	
UAW	11-79	34	2500	P&M	AGHIKL	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
CHRYSLER							
UAW	1-76	1	9000	P&M	LUI	MI	DETROIT
UAW	2-76	8	650	P/T	VAR	MI	HIGHLAND PK
UAW(372)	7-76	1	4100	P&M	PLA	MI	TRENTON
UAW	9-76	5	3000	P&M	OTH	IN	INDIANAPOLIS
UAW	1-77	11	3100	P&M	LUI	IN	INDIANAPOLIS
UAW	3-77	1	4100	P&M	LUI	MI	DETROIT
UAW(1226)	3-77	12	3000	P&M	NA	IN	INDIANAPOLIS
UAW	3-77	2	2500	P&M	LUI	MI	DETROIT
UAW	4-77	44	3600	P&M	LUI	MO	ST LOUIS
UAW	4-77	7	3500	P&M	LUI	MI	STERLING HTS
UAW	5-77	NA	NA	NA	NA	MO	FENTON
UAW	8-77	3	4500	P&M	PLA	MI	TRENTON
UAW	8-78	1	1300	P&M	PLA	AL	HUNTSVILLE
UAW	3-79	10	1000	P&M DRV	PLA	MI	DETROIT
UAW	6-81	3	4000	P&M	WAU	IL	BELVIDERE

CITICORP

399 PARK AVE. NEW YORK, NY, 10043

BUSINESS LINES: BANKING & FINANCE
TOTAL EMPLS: 53700 % EMPLS US: 50% % US UNIONIZED: <1%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DINERS CLUB							
OPEIU(153)	7-75	24	350	P&M C/S		NY	NEW YORK

COCA-COLA

P.O. DRAWER 1734, ATLANTA, GA 30301

BUSINESS LINES: SOFT DRINKS & BEVERAGES; WATER TREATMENT EQUIP
TOTAL EMPLS: 41000 % EMPLS US: 50% % US UNIONIZED: 35%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	94	77	55	86	78
FEMALE	6	23	45	14	22
WHITE	93	88	88	63	76
BLACK	5	7	9	27	17
OTHER MIN	2	5	3	10	7
TOTAL	2226	1712	4451	7845	16234

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
COCA-COLA								
IBT	9	9	1	0	19	2003	105	CA FL GA LA OH OR TX WA
USA	0	2	0	0	2	76	38	IN
NA	0	1	0	0	1	6	6	FL
PRESTO PROD								
IBT	0	1	0	0	1	53	53	WI
TAYLOR WINE								
IBT	0	2	0	0	2	633	316	NY

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
COCA-COLA							
IBT(572 848 871 952 982 896)	NA	NA	1100	NA		CA	
RWDSU(513)	NA	36	400	NA		MA	BOSTON LYNN
						MA	BRAINTREE
MINUTE MAID							
UFW	NA	NA	1080	AGR		FL	WINTER HAVEN

COLGATE-PALMOLIVE

300 PARK AVE., NEW YORK, NY 10022

BUSINESS LINES: HOUSEHOLD, PERSONAL, HEALTH, SPORTS & FOOD PRODS
TOTAL EMPLS: 48200 % EMPLS US: 45% % US UNIONIZED: NA

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
KENDALL								
IBT	0	0	0	0	1	9	9	TX
ICW	0	2	0	0	2	1443	721	KY
RWDSU	0	1	0	0	1	588	588	GA
UPIU	0	1	0	0	1	406	406	MA
NDM CORP								
IBT	0	1	0	0	1	10	10	OH
URW	0	1	0	0	1	242	242	OH
PRINCESS HOUSE								
AFGW	0	1	0	0	1	536	536	MA
RIVIANA FOODS								
NA	0	0	0	0	1	13	13	AR

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
COLGATE-PALMOLIVE							
ACTWU(1638)	NA	36	NA	NA		NY	BUFFALO

COLGATE-PALMOLIVE - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
ICW(15)	12-79	36	720	P&M		IN	JEFFERSONVLL
ILWU(6)	4-77	36	300	P&M		CA	BERKELEY
OCAW	12-76	36	400	P&M		KS	KANSAS CITY
UFCW	4-80	36	150	P&M		NY	ROCKVILLE
NA	12-79	36	1200	P&M	AGHLN	NJ	JERSEY CITY
KENDALL							
ACTWU(324)	10-69 X	79	450	P&M		SC	NEWBERRY
ACTWU(642)	5-75	36	350	P&M		MA	WALPOLE
ACTWU(756)	NA	36	NA	NA		IL	CHICAGO
UTWA(2014)	8-77	24	550	P&M		SC	NEWBERRY
UTWA(888)	NA	36	NA	NA		WI	GREEN BAY
RIVIANA FOODS							
UFCW(408)	NA	NA	500	P&M		TX	HOUSTON

COMMONWEALTH EDISON

ONE FIRST NATIONAL PLAZA, CHICAGO, IL 60690

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 16400 % EMPLS US: 100% % US UNIONIZED: 70%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	98	94	48	99	88
FEMALE	2	6	52	1	12
WHITE	96	93	78	82	85
BLACK	4	5	17	14	11
OTHER MIN	1	2	5	4	3
TOTAL	1796	2952	2921	8083	15752

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
COMMNWEALTH ED								
IBEW	1	0	0	0	1	18	18	IL

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
COMMNWEALTH ED							
IBEW(1361)	12-74	27	300	P&M C/S		IL	
IBEW	4-77	24	2150	P&M	EGJKLN	IL	
IBEW	4-77	36	1150	P&M C/S	EGJKL	IL	
IBEW	3-80	25	5650	P&M P/T	AGHJKL	IL	
IBEW(1427)	4-80	24	1450	C/S P/T	AGHJKL	IL	CHICAGO
USA(12502)	4-80	24	300	NA		NA	

CONOCO

HIGH RIDGE PARK, STAMFORD, CT 06904

BUSINESS LINES: PETROLEUM & NATURAL GAS, COAL, MINERALS & CHEM
TOTAL EMPLS: 41500 % EMPLS US: 85% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CONOCO								
IBT	1	2	0	1	4	49	12	CO IL MD MI
ICW	1	0	0	0	1	21	21	MD
LIUNA	1	0	1	1	3	72	24	OK
OCAW	2	2	0	0	4	149	37	LA OK

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CONOCO							
OCAW(4-555)	8-74	40	600	P&M		LA	LAKE CHARLES
OCAW(2-470)	1-77	24	150	P&M		MT	BILLINGS
OCAW(5-857)	3-79	24	800	P&M		OK	PONCA CITY
OCAW	NA	24	95	NA		MN	WRENSHALL
CONTNTL CARBON							
OCAW(1-19)	NA	24	NA	NA		CA	BAKERSFIELD
CONSOL COAL							
UMW	12-77	40	130	NA		ND	
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
CONSOL COAL							
OCAW	1-80	90	NA	NA	NA	OK	PONCA CITY
OCAW	1-80	83	NA	NA	NA	IS	
UMW(4060)	2-80	11	6000	P&M	PLA	WV	
UMW(4060)	2-80	1	NA	P&M	PLA	WV	
UMW(4060)	3-80	30	4800	P&M	PLA	WV	
UMW	10-80	31	3500	P&M	PLA	IL	
(BCOA)#							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

CONSOLIDATED EDISON CO OF NY

4 IRVING PLACE, NEW YORK, NY 10003

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 23000 % EMPLS US: 100% % US UNIONIZED: 75%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CON ED							
IBEW(3)	6-77	36	600	P&M		NY	NEW YORK
UWU(1-2)	6-80	36	16860	VAR	AGHIJK	NY	

CONTROL DATA

P.O. BOX 0, MINNEAPOLIS, MN 55440

BUSINESS LINES: COMPUTING, FINANCIAL & EDUCATIONAL SERVICES
TOTAL EMPLS: 57000 % EMPLS US: NA % US UNIONIZED: <5%

CONTROL DATA - CONTINUED

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
CONTROL DATA								
IBEW	1	0	0	0	1	15	15	OH
LIUNA	0	2	0	0	2	2118	1059	KS
ARBITRON								
CWA	1	0	0	0	1	9	9	CA
MAGNETIC PERIPHERALS								
IAM	0	1	0	0	1	902	902	OK

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
CRONAME							
NA	10-69 x	44	200	P&M		IL	NILES

DELTA AIR LINES

HARTSFIELD ATLANTA INTL AIRPORT, ATLANTA, GA 30320

BUSINESS LINES: AIR TRANSPORTATION
TOTAL EMPLS: 36900 % EMPLS US: >95% % US UNIONIZED: 10%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DELTA							
ALPA	NA	NA	3600	PLT		IS	
PAFCA	NA	NA	NA	DSP		NA	

DETROIT EDISON

2000 2ND AVE., DETROIT, MI 48226

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 10800 % EMPLS US: 100% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
DETROIT EDISON								
UWU	4	6	0	0	10	314	31	MI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DETROIT EDISON							
IBEW(17)	8-80	36	750	P&M		MI	DETROIT
UWU(223)	6-78	36	3240	P&M	CGHJKL	MI	DETROIT

DOW CHEMICAL

2030 DOW CENTER, MIDLAND, MI 48640

BUSINESS LINES: CHEMICALS, PLASTICS, METALS & PACKAGING
TOTAL EMPLS: 56800 % EMPLS US: 60% % US UNIONIZED: 20%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
DOW CHEMICAL								
OCAW	0	0	1	1	2	235	117	OH
PAT	0	0	1	0	1	50	50	TX

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DOW CHEMICAL							
BBF(682)	5-78	36	160	P&M		TX	FREEPORT
IAM(128)	5-78	36	180	P&M		TX	FREEPORT
IBT	10-69 x	97	150	C/S		CT	STRATFORD
IUOE(564)	5-78	36	2000	P&M P/T	FGHKLN	TX	FREEPORT
PPF(390)	5-78	36	305	P&M		TX	FREEPORT
USA	10-69 x	97	300	P&M		MI	LUDINGTON
USA(12075)	2-80	36	4000	NA	AGHKLN	MI	MIDLAND

DRESSER INDUSTRIES

P.O. BOX 718, DALLAS, TX 75221

BUSINESS LINES: ENERGY/NATURAL RESOURCE EQUIPMENT & SERVICES
TOTAL EMPLS: 53000 % EMPLS US: 75% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
DRESSER								
IAM	3	2	0	0	5	380	76	LA OH PA TX
IBT	0	2	0	0	2	16	8	AK OH
IUOE	1	1	0	0	2	82	41	CA NV
UAW	0	3	0	0	3	1055	352	IN MA OH
USA	3	0	0	0	3	253	84	SC TX
NA	1	0	0	0	1	360	360	TX
BAY STATE ABRASIVES								
UAW	0	1	0	0	1	773	773	MA
JEFFREY MFG								
USA	0	1	0	0	1	155	155	NC

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DRESSER							
AIW(644)	1-77	36	500	P&M		MI	MUSKEGON HTS
AIW(399)	NA	36	NA	NA		KY	BEREA
IAM(1644)	11-75	36	400	P&M		PA	BRADFORD
IAM	10-79	24	850	P&M	AGKLN	WI	WAUKESHA
IAM(969)	10-80	36	405	NA		TX	HOUSTON
IBT(145)	5-77	36	550	P&M		CT	STRATFORD
OCAW(2-656)	NA	12	NA	NA		WY	GREYBULL
UAW	10-69 x	99	350	P&M		CT	
UAW(1118)	NA	NA	600	NA		IL	CONNERSVILLE
USA	9-78	36	1300	P&M	AGHIJKL	NY	
USA(4601)	9-80	36	1500	P&M	AGHIJK	NY	OLEAN
USA(6580)	NA	36	600	NA		TX	DALLAS
HARBISON-WALKER							
ABC	10-69 x	83	400	P&M		MO	
ABC	8-76	35	150	P&M		OH	WINDHAM
USA	7-74	36	250	P&M		AL	
USA	8-77	36	1400	P&M	AGJKLN	IS	
USA	8-77	36	850	P&M		OH PA	

DRESSER INDUSTRIES - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
IDECO							
OCAW(4-243)	NA	24	300	P&M		TX	BEAUMONT
JEFFREY-GALION							
IAM	10-69 X	97	900	P&M		OH	
IMAW(45)	10-69 X	78	250	P&M		OH	DELAWARE
MARION POWER SHOVEL							
IAM(1281)	NA	NA	250	NA		OH	MARION
USA(1949)	6-78	36	1230	P&M	AGHJKL	OH	MARION
USA(2627)	NA	NA	75	C/S		OH	MARION

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
DRESSER							
USA	9-78	35	1200	P&M	WAJ	NY	DEPEW
NA	80	10	NA	NA	NA	NA	
MARION POWER SHOVEL							
IAM USA	3-75	100	1200	P&M	WAJ	OH	MARION

DU PONT (E I) DE NEMOURS

1007 MARKET ST., WILMINGTON, DE 19898

BUSINESS LINES: CHEMICALS, PLASTICS, TEXTILE FIBERS & BUILDING MAT
TOTAL EMPLS: 135900 % EMPLS US: 80% % US UNIONIZED: 25%

REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
DUPONT								
AFGM	1	0	0	0	1	18	18	TN
BBF	0	1	0	0	1	1757	1757	NC
IAM	0	1	0	0	1	570	570	WV
IBT	0	1	0	0	1	2828	2828	GA
ICW	0	1	0	0	1	93	93	TN
IBEW	0	1	0	1	2	461	230	SC
UAW	1	1	1	0	3	1229	410	MO OH
USA	1	0	0	1	2	405	202	MN WA
NA	0	2	0	0	2	216	108	PR
REMINGTON ARMS								
IAM	1	2	1	0	4	1947	487	AR

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DUPONT							
FAIRFIELD EMPL ASSN	5-81	12	150	C/S P&M		CT	FAIRFIELD
IAM(1043)	3-77	12	150	P&M		IA	FORT MADISON
ICW(901)	8-77	12	150	P&M		OH	TOLEDO
ICW(527)	NA	NA	900	NA		NJ	PARLIN
OCAW(3-902)	NA	12	NA	NA		AL	WATSON
OLD HICKORY EMPL CNCL	4-76	999	2350	P&M	FGKLN	TN	OLD HICKORY
NA	10-69 X	76	700	P&M		NY	NIAGRA FALLS
NA	2-75	999	1100	P&M	FKL	IA	CLINTON
NA	5-75	999	4500	P&M	FKL	NJ	DEEPWATER
NA	1-76	36	150	C/S		DE	SEAFORD
NA	3-76	24	900	P&M P/T		KY	LOUISVILLE

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NA	7-76	10	400	P&M C/S		NJ	SAYERVILLE
NA	1-77	11	350	P&M C/S		NY	
NA	11-77	999	2100	P&M	FKL	WV	
NA	1-78	48	2850	P&M	FKL	VA	MARTINSVILLE
NA	1-79	36	2350	P&M	FKL	DE	
NA	12-79	17	1500	P&M	FKLN	VA	WAYNESBORO
REMINGTON ARMS							
NA	2-77	12	800	P&M		CT	BRIDGEPORT
NA	2-78	12	900	C/S		CT	BRIDGEPORT
NA	8-80	12	1900	P&M	FGL	NY	ILION

EASTMAN KODAK

343 STATE ST., ROCHESTER, NY 14650

BUSINESS LINES: PHOTOGRAPHIC PRODS; CHEMICALS, PLASTICS & FIBERS
TOTAL EMPLS: 129500 % EMPLS US: 65% % US UNIONIZED: 0%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	73	90	33	78	76
FEMALE	27	10	67	22	24
WHITE	94	94	91	87	90
BLACK	4	4	7	10	7
OTHER MIN	2	2	2	3	2
TOTAL	7510	17321	11819	40897	77547

ELI LILLY

307 E. MCCARTY ST., INDIANAPOLIS, IN 46285

BUSINESS LINES: HEALTH, AGRICULTURAL & COSMETIC PRODS
TOTAL EMPLS: 28100 % EMPLS US: 65% % US UNIONIZED: 0%

EXXON

1251 AVE. OF THE AMERICAS, NEW YORK, NY 10020

BUSINESS LINES: PETROLEUM, NATURAL GAS, CHEM; OFFICE EQUIP & OTHER
TOTAL EMPLS: 177000 % EMPLS US: 60% % US UNIONIZED: <25%

REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
EXXON								
ACTWU	0	1	0	0	1	339	339	NC
GUA	0	1	0	0	1	29	29	WA
ILA	1	0	0	0	1	14	14	TX
IUOE	0	1	0	0	1	318	318	CO
OCAW	2	4	0	0	6	706	118	CA LA TX WA
PPF	0	1	0	0	1	183	183	WA
PTE	1	0	0	0	1	326	326	NJ
UE	1	0	0	0	1	33	33	NJ
UFCW	0	3	0	0	3	1355	452	KY WV
USA	0	1	0	0	1	409	409	WY
NA	5	5	1	0	11	1616	147	IL LA MD NJ TX WA WV
RELIANCE ELEC								
IAM	0	1	0	0	1	258	258	TN
IBEW	1	0	0	0	1	60	60	IL

EXXON - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
IBT	2	0	0	0	2	35	17	CA MA
IUE	1	0	0	0	1	31	31	OH
UAW	1	0	1	1	3	24	8	OH
USA	0	1	0	0	1	255	255	TN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
EXXON							
IAM(1051)	1-75	41	100	P&M		TX	BAYTOWN
IBEW(767)	1-77	30	150	P&M		LA	BATON ROUGE
IBT(877)	2-79	24	1000	P&M	EGHJKL	NJ	LINDEN
ICW	4-80	24	2400	VAR	FGHL	LA	BATON ROUGE
INDPT LAB EMPL UNION	NA	NA	1000	VAR		NJ	FLOREHAM PK
OCAW(2-470)	1-79	24	170	P&M		MN	BILLINGS
OCAW	NA	NA	NA	NA		IS	
OIL & CHEMICAL WKRS	3-79	24	2500	NA		LA	BATON ROUGE
NA	10-69 X	99	400	P&M		IS	
NA	10-69 X	37	350	P/T		IS	
NA	10-69 X	75	250	P&M		NJ	BAYONNE
NA	5-73	48	350	P&M		NY	
NA	2-75	24	300	NA		IS	
NA	3-75	25	400	P&M C/S		IS	
NA	3-75	24	100	C/S P/T		NJ	LINDEN
NA	4-75	24	400	P&M C/S		NJ	
NA	10-75	24	400	P&M C/S		IS	
NA	2-76	37	250	P&M C/S		TX	DALLAS
NA	1-77	12	300	C/S P/T		TX	
NA	4-77	25	100	P&M C/S		VA	
NA	2-79	24	1000	P&M C/S	FGKL	TX	HOUSTON
NA	3-79	24	1200	P&M C/S	EGJKL	NJ	FLOREHAM PK
NA	4-80	36	1500	P&M P/T	FGL	TX	BAYTOWN
FED PACIFIC ELEC							
IBEW(1159)	6-75	36	450	P&M		NJ	NEWARK
RELIANCE ELEC							
IBT	2-73	36	300	C/S		OH	TOLEDO
IUE(737)	6-80	36	1300	P&M	BGHJLN	OH	CLEVELAND
UAW(773)	4-74	38	600	NA		OH	TOLEDO
USA	10-69 X	79	400	C/S		IN	MISHAWAKA
USA(1191)	4-79	30	1000	P&M	AGHJKL	IN	MISHAWAKA
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
RELIANCE ELEC							
IUE	6-77	14	1200	P&M	WAJ SUB	OH	EUCLID
(BCOA)#							
UMW	8-78	43	61900	P&M	PLA	IS	
UMW	2-77	110	170300	P&M	WAJ SUB	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

FIRESTONE TIRE & RUBBER

1200 FIRESTONE PKWY., AKRON, OH 44317

BUSINESS LINES: TIRES & RUBBER PRODS; METAL PRODS, PLASTICS & CHEM
TOTAL EMPLS: 83000 % EMPLS US: 50% % US UNIONIZED: 35%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
FIRESTONE								
ABC	0	1	0	0	1	63	63	KY
ACTWU	1	0	0	0	1	2	2	MI
DAL	1	0	0	0	1	23	23	NJ
IAM	4	1	1	0	6	43	7	CA IN MT OH
IBT	26	8	2	4	41	308	8	AL AZ CA DE IL IA KS KY MI MO NY OH OR PA TN TX UT WV WI
RWDSU	0	1	0	0	1	5	5	AR
SMW	0	1	0	0	1	60	60	KS
UAW	3	2	0	0	5	2225	445	KY
UFCW	1	0	0	0	1	4	4	WA
URW	6	4	1	0	11	1702	155	AL GA IL MD MO OH TN
USA	0	1	0	0	1	381	381	IN
UTWA	0	1	0	0	1	71	71	NJ
NA	0	3	0	5	9	42	5	CA IL MD MI MN OH PA TN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
FIRESTONE							
ACTWU(1675)	NA	36	NA	NA		OH	COLUMBUS
IUE(349)	NA	36	NA	NA		NY	DUNKIRK
UAW(174)	7-80	36	1050	P&M	AGHIL	MI	WYANDOTTE
URW	7-79	33	15540	P&M	AGJKLN	IS	
URW(900)	NA	36	900	NA		VA	HOPEWELL
DAYTON TIRE							
URW(178)	2-77	38	350	P&M	AGHJKL	OH	
ELECTRIC WHEEL							
UAW	4-78	36	1200	P&M	AGHJKL	IL	
RAVENNA ARSENAL							
USA	10-69 X	84	100	P&M		OH	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
FIRESTONE							
URW	10-76	34	2300	P&M	PLA OTH	IA	DES MOINES
URW	6-79	19	900	NA	INC	TN	NASHVILLE
URW	79	110	NA	P&M	LUI OTH	NA	
(RUBBER IND)#							
URW	4-76	141	56200	P&M	WAJ	IS	

FLUOR

3333 MICHELSON DR., IRVINE, CA 92730

BUSINESS LINES: ENERGY/NATURAL RESOURCE EQUIPMENT & SERVICES, CONSTRUCTION
TOTAL EMPLS: 28400 % EMPLS US: 75% % US UNIONIZED: <5%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
FLUOR								
CJA	1	0	0	0	1	27	27	LA

FLUOR - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
IBT	1	0	0	0	1	130	130	AK
REPUBLIC SUPPLY								
IAM	1	0	0	0	1	5	5	CA
IBT	1	1	0	0	2	20	10	CA
KILSBY TUBE								
IBT	0	1	0	0	1	5	5	TX

FORD MOTOR

ONE AMERICAN RD., DEARBORN, MI 48121

BUSINESS LINES: MOTOR VEHICALS & AUTO PRODS; AEROSPACE & OTHER
TOTAL EMPLS: 426700 % EMPLS US: 40% % US UNIONIZED: 70%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	98	89	50	92	89
FEMALE	2	11	50	8	11
WHITE	92	91	82	77	81
BLACK	6	5	14	21	16
OTHER MIN	2	4	4	2	3
TOTAL	17880	31718	13289	124480	187367

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
FORD MOTOR								
IBT	0	1	0	0	1	203	203	MI
IUE	0	0	1	0	1	2500	2500	IN
OPEIU	0	1	0	0	1	211	211	MI
PGW	2	4	0	0	6	154	26	GA MI MN
UAW	3	6	0	0	9	595	66	MI MN MO PR
UFCW	0	1	0	0	1	16	16	PR
NA	1	1	0	0	2	265	132	MI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
FORD MOTOR							
IUE(919)	2-78	40	2000	P&M	CGJKLN	IN	CONNERSVILLE
NMU	7-74	36	100	P&M		MI	
RWDSU	10-69 x	83	100	P&M		MI	DEARBORN
RWDSU	12-76	33	300	P&M		MI	DEARBORN
SOC OF ENG'G OFFICE WKRS	NA	NA	910	P/T		IS	
UAW	6-79	36	900	P&M	AGHJKL	PA	
UAW	10-79	35	158000	P&M	AGHKLN	IS	
NA	11-79	34	900	P&M P/T	AGL	MI	DEARBORN
PHILCO-FORD							
IUE(102)	4-74	36	300	P&M		PA	PHILADELPHIA

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
FORD MOTOR							
UAW	3-76	5	6100	P&M	PLA	MI	STERLING HTS

WORK STOPPAGES - CONT'D

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
UAW	9-76	68	166300	P&M	WAJ SUB	IS	
UAW	3-77	15	2800	P&M	PLA	MO	HAZLEWOOD
UAW	5-78	6	1800	P&M	PLA	MI	ROMEO

GENERAL DYNAMICS

PIERRE LACLEDE CENTER, ST. LOUIS, MO 63105

BUSINESS LINES: AEROSPACE, SHIPBUILDING, COMMUNICATIONS & COAL
TOTAL EMPLS: 84400 % EMPLS US: 98% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
GENL DYNAMICS								
IAM	1	1	0	0	2	487	243	TX
IBEW	1	0	0	0	1	11	11	NY
IUE	0	1	0	0	1	541	541	AR
UAW	2	0	0	2	4	2210	552	CA
UPIU	0	1	0	0	1	457	457	AR
USA	0	1	0	0	1	3626	3626	RI
NA	1	0	0	0	1	63	63	CT
AMER TELECOMM								
CJA	0	1	0	0	1	392	392	CA
CWA	1	0	0	0	1	500	500	CA
MARBLEHEAD LIME								
OPEIU	1	0	0	0	1	4	4	MI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GENL DYNAMICS							
EAA	8-78	36	280	P/T		CA	SAN DIEGO
FITU(900)	10-75	37	150	P/T		TX	
IAM(1233)	1-78	53	1650	VAR	AGL	CA	POMONA
IAM(776)	10-78	36	4750	P&M	FGHLN	TX	
IAM	10-78	36	4500	NA		TX	FORT WORTH
IAM(1125 2193 2215)	4-81	36	3500	VAR	AGJL	CA FL	
IAM(D 50)	NA	NA	1000	P&M		CA	SAN DIEGO
IUMSW(5)	10-80	36	3500	P&M	AGHJKL	MA	QUINCY
IUMSW(90)	10-80	36	250	C/S		MA	QUINCY
MARINE DRAFTSMN ASS	6-80	36	2000	C/S P/T	AGHIKL	CT	GROTON
METAL TRADES COUNCIL	6-79	36	11000	VAR	AGHIJL	CT	GROTON
OPEIU(277)	10-78	36	1340	C/S P/T	FGHL	TX	FORT WORTH
PTE(151)	1-81	39	70	P/T		MA	QUINCY
UAW(1035)	10-69 x	94	250	P&M		NJ	
MARBLEHEAD LIME							
CLGW(92)	NA	24	140	NA		PA	PLEASANT GAP
STROMBERG-CARLSN							
IUE(338) (BCGA)#	10-74	36	2000	P&M	AGHL	NY	ROCHESTER
UMW	7-81	40	180000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
GENL DYNAMICS							
IAM(1233)	6-75	48	1200	P&M	WAJ SUB	CA	POMONA
IAM	9-78	90	1400	P&M	WAJ	CA	POMONA
IAM	3-79	14	NA	P&M	WAJ	CA	SAN DIEGO

GENERAL DYNAMICS - CONTINUED

WORK STOPPAGES - CONT'D

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
IUMSW	7-77	86	5200	P&M	WAJ	MA	QUINCY
MARINE DRAFTSMN ASS	10-79	251	2400	P/T	WAJ	CT	GROTON
METAL TRADES COUNCIL	7-75	149	10000	P&M	WAJ SUB	CT	GROTON
PTE (BCOA)*	10-79	112	100	P/T	WAJ	MA	QUINCY
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	8-77	14	10600	P&M	WAJ PLA	IL	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	

GENERAL ELECTRIC

3135 EASTON AVE., FAIRFIELD, CT 06431

BUSINESS LINES: ELECTRICAL, ELECTRONICS & ATOMIC PRODS; MINING
TOTAL EMPLS: 402000 % EMPLS US: 70% % US UNIONIZED: 40%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	97	93	36	72	74
FEMALE	3	7	64	28	26
WHITE	97	94	91	87	90
BLACK	2	3	7	11	8
OTHER MIN	1	2	3	2	2
TOTAL	26847	58558	38308	143918	267631

REPRESENTATION ELECTIONS

UNION	EM W	EM L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
GENERAL ELEC								
CWA	1	0	0	3	4	46	11	CA MS
IAM	1	5	0	0	6	307	51	IL ME NM TX WY
IBEW	5	8	0	1	15	559	37	CA CO GA HI IL IN KY MI MN NJ OH RI
IBT	6	5	0	1	12	249	21	AR GA IN KY LA MA MI NJ NC OH PA TX
ILWU	1	0	0	0	1	23	23	CA
IUE	6	13	0	0	19	4298	226	CA FL GA IN KY ME NC OH SC TN WV
IUOE	0	1	0	0	1	9	9	MI
NABET	2	1	0	0	3	33	11	TN
PAT	0	1	0	0	1	3	3	IA
PGW	1	0	0	0	1	30	30	IN
PLANT GUARD ORG'G COMM	0	0	1	0	1	18	18	OH
SMW	0	1	0	0	1	71	71	WA
UAW	0	4	2	0	6	1897	316	CT IN IA OH
UE	6	2	0	0	8	1204	150	CA IL NY PA SC
USA	0	3	0	0	3	4799	1600	MD
NA	0	4	1	3	8	87	11	IL KS KY LA MD OH PA UT
UTAH INTL								
IUOE	1	2	0	0	3	490	163	CO NM

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GENERAL ELEC							
AFGW(1017)	NA	36	NA	NA		OH	LOGAN
AIW(783)	9-79	36	1050	P&M	EGHIKL	KY	OWENSBORO
IAM(70)	10-69 x	81	600	P&M		IN	FORT WAYNE
IAM	10-69 x	81	150	P&M		NY	UTICA
IAM	10-69 x	80	150	P&M		IL	
IAM	10-69 x	80	100	P&M		WI	
IAM(2159)	6-76	36	650	P&M		OH	BELLEVUE
IAM(2076)	6-76	36	500	P&M	FGHKLN	IL	DANVILLE
IAM(1916)	6-79	36	1400	P&M	EGHLN	WI	MILWAUKEE
IAM(912)	7-79	36	1250	P&M	EGHJKL	OH	EVANDALE
IAM(967)	7-79	36	1000	P&M	EGHIKL	NY	AUBURN
IAM(1000)	7-79	36	850	P&M		IL	BLOOMINGTON
IBEW(183)	10-69 x	80	350	P&M		KY	LEXINGTON
IBEW(1435)	10-69 x	80	300	P&M		MS	JACKSON
IBEW	10-69 x	80	250	P&M		OH	CINCINNATI
IBEW(1710)	10-69 x	82	100	P&M		CA	VAN NUYS
IBEW(1377)	6-76	36	850	P&M	FGHJKL	OH	CLEVELAND
IBEW(2156)	7-79	36	850	P&M	FGHKLN	FL	GAINESVILLE
IBT IUOE LIUNA	NA	NA	NA	NA		UT	CEDAR CITY
IUE	7-79	37	70000	VAR	EGIKL	IS	
IUOE	NA	NA	NA	NA		NM	
PTE(13)	10-69 x	80	250	P/T		PA	PHILADELPHIA
PTE(147)	7-76	36	850	P/T		NY	SCHENECTADY
SMW(571)	6-79	36	1700	P&M	FGHKL	IL	CHICAGO
UAW(261)	6-76	36	350	P&M	EGHKL	WI	MILWAUKEE
UAW(647)	7-79	36	4700	P&M	EGHJKL	OH	EVANDALE
UE	7-79	36	17000	P&M C/S	EGHKL	IS	
USA(4377)	6-76	36	700	P&M		OH	COSHOCTON
UTAH INTL							
VAR	10-69 x	94	150	P&M		UT	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
GENERAL ELEC							
IAM UAW	1-75	1	4800	P&M	NA	OH	CINCINNATI
IAM	6-76	7	13900	P&M	WAJ	KY	LOUISVILLE
IAM UAW	6-76	40	5500	P&M	WAJ	OH	EVENDALE
IAM(24-9)	4-78	89	15000	P&M	WAJ	KY	LOUISVILLE
IBEW	4-76	12	1100	P&M	WAJ	IN	BLOOMINGTON
IUE	7-75	43	7200	P&M	VAR	MA	LYNN
IUE	1-78	3	4000	P&M	PLA	NY	SCHENECTADY
IUE	10-78	15	3600	P&M	PLA	MA	LYNN
IUE	5-79	1	1700	P&M	PLA	KY	LOUISVILLE
IUE	10-79	23	3500	P&M	WAJ	MA	LYNN
UE	8-79	1	6700	P&M	PLA	PA	ERIE
NA	10-78	NA	1000	NA	NA	NY	SCHNECTADY

GENERAL MOTORS

3044 W. GRAND BLVD., DETROIT, MI 48202

BUSINESS LINES: MOTOR VEHICLES & AUTO PRODS; LOCOMOTIVES
TOTAL EMPLS: 746000 % EMPLS US: 70% % US UNIONIZED: 70%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	94	84	47	83	82
FEMALE	6	16	53	17	18
WHITE	91	90	82	79	81
BLACK	8	7	14	16	16
OTHER MIN	1	3	4	3	3
TOTAL	51918	48177	38104	439436	577635

REPRESENTATION ELECTIONS

UNION	EM W	PET L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
GENERAL MOTORS								
IBEW	0	1	0	0	1	21	21	PA
IBT	1	0	0	0	1	12	12	CA
ILWU	0	0	0	1	1	13	13	CA
IUE	1	2	0	0	3	2925	975	MS
PGW	2	4	0	0	6	188	31	IL NY OH
PLANT GUARD ORG'G COMM	1	1	0	0	2	22	11	MI
UAW	7	7	4	1	19	4813	253	GA IL LA MI NJ OH OK PA
NA	0	1	0	0	1	6	6	IL
AC-DELCO								
UAW	1	0	0	0	1	47	47	OH

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GENERAL MOTORS							
IUE	9-79	36	30000	P&M	AGHJKL	IS	
PGW	10-79	37	2550	GRD	AGL	IS	
RWDSU(1064)	NA	36	200	P&M		MI	DETROIT
UAW	9-79	40	400000	P&M	AGHIJK	IS	
URW(87)	11-79	34	6900	P&M	AGHJKL	OH	DAYTON

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
GENERAL MOTORS							
IUE	12-76	1	25500	P&M	UNS OTH	IS	
UAW	3-75	3	3800	P&M	PLA	MI	DETROIT
UAW	7-75	37	9500	P&M	PLA	OH	LORDSTOWN
UAW	11-76	1	66700	P&M	UNS WAJ	IS	
UAW	1-77	3	8600	P&M	LUI	MI	SAGINAW
UAW	2-77	1	6300	P&M	LUI	OH	PARMA
UAW	2-77	7	2300	P&M	LUI	NJ	RAHWAY
UAW	2-77	5	2200	P&M	LUI	OH	SANDUSKY
UAW	3-77	12	8200	P&M	LUI	IN	INDIANAPOLIS
UAW	3-77	1	6500	P&M	LUI	WI	JANESVILLE
UAW	3-77	6	2100	P&M	LUI	IL	DANVILLE
UAW	3-77	4	1200	P&M	LUI	OH	EUCLID
UAW	4-77	4	4300	P&M	LUI	OH	DAYTON
UAW	6-77	15	4800	P&M	LUI	MI	DETROIT
UAW	10-77	10	4100	P&M	PLA	CA	VAN NUYS
UAW	11-77	8	4500	P&M	PLA	GA	DORAVILLE
UAW	1-78	15	4900	P&M	PLA	GA	LAKEWOOD

WORK STOPPAGES - CONT'D

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
UAW	1-78	15	1300	P&M	PLA	OH	EUCLID
UAW	7-78	1	3700	P&M	NA	DE	WILMINGTON
UAW	10-79	6	5000	P&M	LUI	GA	ATLANTA
UAW	10-79	4	4800	P&M	LUI	GA	DORAVILLE
UAW	10-79	5	4000	P&M	LUI	DE	NEWARK
UAW	11-79	1	3700	P&M	LUI	OH	COLUMBUS
UAW	11-79	3	1900	P&M	LUI	MI	SAGINAW
UAW	10-80	7	4200	P&M	LUI PLA	OH	PARMA
DELCO-REMY							
UAW	8-77	14	12800	P&M	LUI	IN	ANDERSON

GENERAL PUBLIC UTILITIES

100 INTERPACE PKWY., PARSIPPANY, NJ 07054

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 11500 % EMPLS US: 100% % US UNIONIZED: 60%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
JERSEY CENTRAL							
IBEW	11-79	24	2500	VAR	AGHIKL	NJ	
MET ED							
IBEW	5-80	12	1600	VAR	AGHJKL	PA	
PENN ELECTRIC							
IBEW(30 459 1124)	5-80	24	2170	P&M	AGHKL	PA	JOHNSTOWN
UWU(180)	5-80	24	300	NA		PA	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
PENN ELECTRIC							
IBEW	5-80	102	2300	P&M	WAJ	PA	JOHNSTOWN

GOODYEAR TIRE & RUBBER

1144 E. MARKET, AKRON, OH 44316

BUSINESS LINES: TIRES & RUBBER PRODS; AVIATION PRODS, METALS
TOTAL EMPLS: 140300 % EMPLS US: 50% % US UNIONIZED: 50%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	96	91	46	90	86
FEMALE	4	9	54	10	14
WHITE	94	94	91	84	87
BLACK	4	4	7	13	10
OTHER MIN	2	2	2	3	3
TOTAL	14263	8555	9571	51838	84227

REPRESENTATION ELECTIONS

UNION	EM W	PET L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
GOODYEAR								
BBF	3	1	0	1	5	49	10	PR
IAM	8	1	0	0	9	31	3	CA MI NY WA

GOODYEAR TIRE & RUBBER - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
IBT	9	5	1	2	17	529	31	CA CT IN IA NY NC OH OR PA TX WA
IUOE	0	1	0	0	1	471	471	TX
LIUNA	0	1	0	0	1	26	26	AZ
OCAW	0	2	0	0	2	341	170	OH
PML	0	0	1	0	1	10	10	OH
RWDSU	0	1	0	0	1	7	7	IN
UAW	0	1	0	0	1	115	115	KY
URW	2	2	1	0	5	307	61	TN TX UT VA
NA	0	3	0	10	13	47	4	CA IA MN NJ NY OH PA WA
COSMOFLEX								
ICW	0	1	0	0	1	17	17	MO
KELLY-SPRNGFLD								
URW	0	1	0	0	1	5	5	NC
NA	0	1	0	0	1	11	11	PR
MOTOR WHEEL								
IBT	0	1	0	0	1	203	203	TN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GOODYEAR							
ACTWU(1876)	NA	36	60	NA		GA	CALHOUN
IAM(763)	11-80	36	500	P&M		AZ	LITCHFIELD
IUOE	10-69 x	81	650	P&M P/T		TX	HOUSTON
OCAW(3-689)	5-79	36	1500	P&M		OH	PIKETON
PGW	NA	36	80	GRD		OH	PIKETON
UAW(856)	9-79	35	1300	P&M	AGHJKL	OH	AKRON
URW	8-79	32	16300	P&M	AGHIJK	IS	
UTWA(340)	7-76	34	550	P&M		GA	CARTERSVILLE
UTWA(88)	9-76	35	550	P&M		AL	DECATUR
UTWA(90)	10-76	43	650	P&M		GA	ROCKMART
KELLY-SPRNGFIELD							
URW(26)	6-79	36	1800	P&M	BGHIJL	MD	CUMBERLAND
URW(746)	9-79	36	1250	P&M	FGHIJK	TX	TYLER
LEE TIRE							
URW(785)	8-76	36	600	P&M		PA	CONSHOHOCKEN
MOTOR WHEEL							
AIW(182)	6-80	36	2500	P&M P/T	AGHL	MI	LANSING
UAW(881)	4-73	36	250	P&M		IL	MENDOTTA
UAW(724)	2-77	36	150	C/S		MI	LANSING

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
GOODYEAR							
OCAW	8-76	107	1500	P&M	WAJ	OH	PIKETON
OCAW(3-689)	5-79	227	1600	P&M	VAR	OH	PIKETON
UAW	8-79	32	1350	P&M	JBS PLA	OH	AKRON
KELLY-SPRNGFIELD							
URW	9-76	2	1200	P&M	WAJ	TX	TYLER
(RUBBER IND)*							
URW	4-76	141	56200	P&M	WAJ SUB	IS	

GRUMMAN

1111 STEWART AVE., BETHPAGE, NY 11714

BUSINESS LINES: AEROSPACE; BUSES, BOATS, DATA SERVICES & OTHER
TOTAL EMPLS: 28000 % EMPLS US: >95% % US UNIONIZED: 10%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
FLXIBLE CO								
USA	0	1	0	0	1	137	137	OH

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
FLXIBLE CO							
USA	8-80	36	1800	P&M	AGHJKL	OH	LOUDONVILLE
						OH	MILLERSBURG

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
FLXIBLE CO							
USA	8-77	9	1100	P&M	WAJ	OH	LOUDONVILLE
USA	8-80	18	1800	P&M	VAR	OH	DELAWARE

GULF & WESTERN INDUSTRIES

1 GULF & WESTERN PLAZA, NEW YORK, NY 10023

BUSINESS LINES: DIVERSIFIED AGRICULTURE, MANUFACTURING & FINANCIAL
TOTAL EMPLS: 120500 % EMPLS US: 75% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
GULF & WESTERN								
ABC	0	2	0	0	2	130	130	CA
IAM	0	1	0	0	1	46	46	NJ
IBT	1	0	0	0	1	112	112	WI
UAW	3	2	0	0	5	181	181	CT MI
USA	3	0	0	0	3	39	13	PA
NA	1	0	0	0	1	614	614	IL
AMERICAN PARTS								
IBT	4	2	0	0	6	173	29	CO KS OH PA TX VA
BROWN								
CJA	1	0	0	0	1	43	43	NH
UPIU	1	0	0	0	1	8	8	NH
NA	0	1	0	0	1	7	7	NH
CONSOLTD CIGAR								
USA	0	1	0	0	1	600	600	PA
EAGLE SIGNAL								
CWA	0	1	0	0	1	117	117	TX
FLORIDA CYCLE								
IBT	1	0	0	0	1	60	60	FL
HENDRIE & BOL-THOFF								
LIUNA	1	0	0	0	1	5	5	CA
MARQUETTE								
CLGW	1	1	0	0	2	5	2	NY MO
SCHRAFFT CANDY								
BCTW	0	1	0	0	1	50	50	MA
SEGA ENTERPRS								
IBT	0	1	0	0	1	48	48	CA
SIMMONS								
IBT	3	1	0	0	4	67	17	CA IA MD WA
NA	2	0	0	0	2	94	47	PR
SYMONS								
IBT	0	0	0	1	1	4	4	NJ
VAN NORMAN MCH								
IUE	1	0	0	0	1	18	18	MA
VERNON GRAPHIC								
OPEIU	1	0	0	0	1	68	68	CA

GULF & WESTERN INDUSTRIES - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
GULF & WESTERN							
IAM	10-69 X	97	250	P&M		FL	
IAM	10-69 X	97	150	P&M		FL	
UAW(414)	10-69 X	95	550	P&M		MI	HASTINGS
UAW(990)	10-69 X	83	400	P&M		OH	DAYBROOK
UAW(1210)	9-74	36	600	P&M		CT	SOUTH HAVEN
UE(227)	6-76	35	700	P&M		MA	NEW BEDFORD
NA	10-69 X	64	100	P&M		PA	
E W BLISS							
USA(3372)	8-75	36	450	P&M		OH	SALEM
BOHN ALUMINUM							
MESA(43)	8-75	36	300	P&M		MI	
BROWN							
UPIU(226)	6-78	12	150	P&M		MA	HOLYOKE
UPIU(42)	7-78	24	NA	NA		WI	EAU CLAIRE
UPIU(75)	6-79	24	1500	P&M	AGIKLN	NH	BERLIN
UPIU(1010)	7-80	24	NA	NA		MI	KALAMAZOO
UPIU(500)	NA	36	NA	NA		PA	BRISTOL
NA	7-80	24	NA	NA		MI	PARCHMENT
CULLMAN LINGERIE							
ILGWU(457)	10-69 X	77	300	P&M		AL	
MARQUETTE							
CLGW	NA	36	1050	NA		IS	
USA	NA	NA	NA	NA		NA	
NJ ZINC							
USA(12846)	8-75	36	200	P&M		NJ	
USA(3317)	8-78	36	1250	NA	AGHKL	PA	PALMERTON
NA	NA	NA	NA	NA		NJ	GLOUCSTR CTY
ROOSEVELT RACEWY							
MUTUAL TICKET AGNTS(23292)	NA	36	NA	NA		NY	WESTBURY
SELIG MFG							
UIU(323)	6-76	36	600	P&M		MA	LEOMINSTER
SIMMONS							
UFWA(262)	8-74	36	400	P&M		CA	SAN LEANDRO
UIU	10-79	36	2100	P&M	AGL	IS	
VAN NORMAN MACH							
IUE(213)	6-77	36	100	P&M		MA	SPRINGFIELD
PARAMOUNT PICT#							
AAAA	7-77	36	8500	P/T	AGL	IS	
AFM	8-77	36	2000	P/T	AGL	IS	
AFM	8-77	36	1500	P/T	AGL	IS	
DGA	1-78	42	4600	P/T	AGHL	IS	
IATSE	8-79	36	24000	P&M P/T	AJLN	CA	HOLLYWOOD
IATSE	10-80	36	1000	P&M P/T	AGIKL	NY	
IBT(399)	8-79	36	2000	P&M	AGHIL	CA	LOS ANGELES
OPEIU(174)	7-79	36	2200	C/S	AGILN	CA	HOLLYWOOD
SAG-AAAA	2-79	36	39000	P/T	AGL	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
GULF & WESTERN							
NA	5-75	42	NA	NA	NA	IL	CICERO
NA	10-75	35	NA	NA	NA	PA	HUNTINGTON VALLEY
NA	75	84	NA	NA	NA	OH	SALEM
NA	5-76	21	NA	NA	NA	MA	NEW BEDFORD
ELCO CONNECTOR							
NA	NA	35	NA	NA	NA	PA	HUNTINGDON
LENAPE FORGED							
NA	79	42	NA	NA	NA	PA	WEST CHESTER
N J ZINC							
NA	4-76	23	NA	NA	NA	NJ	GLOUCSTR CTY

WORK STOPPAGES - CONT'D

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
PARAMOUNT PICT#							
AFM	8-80	166	5000	P/T	WAJ	IS	
AFTRA-AAAA SAG-AAAA	7-80	77	25000	P/T	WAJ SUB	IS	
IBT	12-79	1	2000	DRV	WAJ	CA	HOLLYWOOD
OPEIU	9-79	13	5200	C/S	VAR	CA	HOLLYWOOD
WGA	4-81	*	3500	P/T	WAJ SUB	CA NY	

HALLIBURTON

2600 SOUTHLAND CENTER, DALLAS, TX 75201

BUSINESS LINES: ENGINEERING, CONSTRUCTION & OIL FIELD SERVICES
TOTAL EMPLS: 115000 % EMPLS US: 85% % US UNIONIZED: <5%

REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
HALLIBURTON								
IAM	0	1	0	0	1	408	408	KS
OCAW	0	1	0	0	1	1772	1772	OK
UAW	0	0	0	1	1	1572	1572	OK
SOUTHWSTN PIPE								
BSOIW	2	0	0	0	2	147	73	TX

INTL BUSINESS MACHINES

OLD ORCHARD RD., ARMONK, NY 10504

BUSINESS LINES: DATA PROCESSING SYSTEMS, OFFICE EQUIP & OTHER
TOTAL EMPLS: 341300 % EMPLS US: 60% % US UNIONIZED: 0%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	91	88	48	70	78
FEMALE	9	12	52	30	22
WHITE	91	88	81	81	86
BLACK	6	6	14	12	8
OTHER MIN	3	5	6	8	5
TOTAL	26934	108343	41690	19698	196746

INTL TELEPHONE & TELEGRAPH

320 PARK AVE., NEW YORK, NY 10022

BUSINESS LINES: DIVERSIFIED MANUFACTURING, COMMUNICATIONS & FINANCIAL
TOTAL EMPLS: 348000 % EMPLS US: 40% % US UNIONIZED: 45%

REPRESENTATION ELECTIONS

UNION	EM PET W	EM PET L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
ITT								
BCTW	14	4	0	0	18	152	8	AR CO FL GA IA KS MN MS NY NC OH OK TX
CJA	0	1	0	0	1	172	172	OH
CWA	0	1	0	1	2	102	51	CA NJ
HERE	0	2	0	0	2	82	41	AK HI

INTL TELEPHONE & TELEGRAPH - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
IAFF	1	0	0	0	1	110	110	CA
IAM	1	0	1	0	2	24	12	GA IN
IATSE	1	0	0	0	1	49	49	OH
IBEW	0	1	0	0	1	138	138	MA
IBT	18	9	0	0	27	371	14	AK IL IN IA KY MD MI MO NJ NY NC SD TN WI
IMAW	0	1	0	0	1	191	191	GA
IUE	0	2	0	0	2	208	104	IL MS
OPEIU	1	0	0	0	0	78	78	MO
SEIU	2	0	0	0	2	20	10	NY OH
TNG	0	0	0	1	1	16	16	PR
UAW	1	3	2	0	6	1190	198	AZ GA MI MS TN
UPIU	0	1	0	0	1	84	84	OH
USA	0	1	0	0	1	327	327	GA
NA	4	6	1	0	11	558	51	AZ CA KS MO NH NY OH TX WA
EASON OIL								
OCAW	0	1	0	0	1	42	42	OK
FEDERAL ELEC								
IATSE	1	0	0	0	1	46	46	FL
IBEW	0	1	0	0	1	42	42	FL
IBT	0	0	1	0	1	434	434	CA
NA	1	0	0	1	2	12	6	CA
GRINELL								
IBT	2	0	0	1	3	23	8	CO IN MI
HIGBIE MFG								
USA	0	1	0	0	1	122	122	AR
SEMICONDUCTORS								
IUE	0	1	0	0	1	302	302	FL
SHERATON#								
HERE	7	8	1	0	16	1508	94	CA CT DE DC GA IL MA MS NJ OH PA TN
ILWU	1	0	0	0	1	164	164	HI
IUOE	1	2	0	0	3	13	4	CA MI
SEIU	0	1	0	0	1	65	65	IN
NA	1	2	0	1	4	382	95	IL NY PR

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
ITT							
BCTW(149)	8-74	36	200	P&M		TN	
BCTW(8)	5-75	24	100	P&M		CT	HARTFORD
BCTW(302)	6-75	24	100	P&M		OH	TOLEDO
BCTW(218)	5-80	24	NA	NA		MO	KANSAS CITY
BCTW(125)	NA	36	70	NA		CA	SAN FRNCISCO
BCTW(149)	NA	36	NA	C/S		TN	MEMPHIS
CWA	10-69 x	73	650	NA		IS	
CWA(9589)	3-74	36	300	P&M		CA	NATIONAL CTY
IAM	4-75	24	150	P&M		RI	WARWICK
IBEW(1196)	8-75	36	450	P&M		RI	
IBEW(1710)	12-79	36	1000	P&M	BGHJKL	CA	
IBT(413)	10-69 x	69	100	C/S		OH	COLUMBUS
IBT	10-69 x	71	100	C/S		CO	DENVER
IBT	10-69 x	78	100	P&M		VA	
IBT(219)	8-75	36	100	P&M C/S		CO	DENVER
IBT(33)	5-76	35	350	P&M		DC	WASHINGTON
IBT	3-80	36	850	P&M	AGHL	VA	CROZET
IUE	10-69 x	93	400	P&M		IN	
IUE(447)	10-76	36	400	P&M		NJ	CLIFTON
IUE(999)	NA	36	NA	NA		IN	FORT WAYNE
NPW(787)	7-80	36	800	P&M		GA	
UPIU(395 766)	7-77	36	600	P&M P/T		FL	FERNANDINA
USA(7807)	9-75	33	300	P&M		OH	TIFFIN

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
WPPW	3-76	24	950	P&M		WA	GRAYS HARBOR
						WA	PORT ANGELES
WPPW	NA	36	875	NA		WA	BELLINGHAM
WPPW(877)	NA	36	500	P&M		WA	HOQUIAM
AVIONICS							
IUE(1703)	10-73	36	200	VAR		NJ	CLIFTON
IUE(400)	10-76	36	300	VAR		NJ NY	
CARBON INDUS							
UMW	NA	NA	1595	NA		NA	
USA	NA	NA	10	NA		NA	
FEDERAL ELEC							
IBEW(2088)	NA	NA	350	P/T		FL	COCOA BEACH
GRINELL							
IMAW(376)	10-78	36	1150	P&M	AGHJL	PA	COLUMBIA
GWALTNEY							
IBT(822)	1-79	36	1300	P&M	FGJKL	VA	SMITHFIELD
S WOOD PIEDMONT							
OCAW(3-116) (BCOA)#	10-69 x	79	100	P&M		GA	EAST POINT
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
ITT							
IBT	10-78	7	1100	DRV	WAJ PLA	IS	
UPIU	10-77	71	1100	P&M	SUB	GA	JESUP
WPPW(169)	78	NA	500	P&M	NA	WA	HOQUIAM
NA	11-75	NA	650	NA	NA		
NA(315)	78	NA	NA	C/S	NA	WA	
NA	NA	NA	NA	NA	NA	WA	PORT ANGELES
CARBON INDUS							
UMW (BCOA)#		NA	NA	NA	NA	NA	
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	

IOWA BEEF PROCESSORS

P.O. BOX 515, DAKOTA CITY, NE 68731

BUSINESS LINES: SLAUGHTERING/PROCESSING BEEF & BEEF PRODS
TOTAL EMPLS: 11100 % EMPLS US: 100% % US UNIONIZED: 45%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
IOWA BEEF							
IBT(577)	3-81	48	1825	P&M		TX	AMARILLO
IBT	NA	NA	NA	NA		WA	PASCO
UFCW(222)	5-78	48	2300	P&M	FGJKLN	NE	DAKOTA CITY
UFCW	NA	NA	250	P&M		IA	FORT DODGE
UFCW	NA	NA	NA	NA		NE	MADISON

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
IOWA BEEF							
UFCW(222)	2-77	429	1800	P&M	VAR	NE	DAKOTA CITY

KELLOGG

235 PORTER ST., BATTLE CREEK, MI 49016

BUSINESS LINES: CEREAL & OTHER FOOD PRODUCTS
TOTAL EMPLS: 21300 % EMPLS US: 35% % US UNIONIZED: 75%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	91	61	42	65	65
FEMALE	9	39	58	35	35
WHITE	94	89	86	85	86
BLACK	4	9	10	13	11
OTHER MIN	1	2	4	3	3
TOTAL	772	574	756	5409	7511

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
FEARN INTL								
IBT	1	0	0	0	1	3	3	CA
PURE PACKED FOODS								
IBT	0	1	0	0	1	29	29	TN
UFCW	1	0	0	0	1	87	87	TN

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
KELLOGG							
AFGM	10-78	36	5200	P&M	AGL	IS	
SALADA FOODS							
BCTW(50)	5-76	24	300	P&M		NY	LITTLE FALLS

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
KELLOGG							
AFGM	10-78	1	2800	P&M	SUB	MI	BATTLE CREEK

KERR-MCGEE

P.O. BOX 25861, OKLAHOMA CITY, OK 73125

BUSINESS LINES: PETROLEUM, NATURAL GAS, URANIUM, CHEMICALS & WOOD PRODS
TOTAL EMPLS: 11300 % EMPLS US: 95% % US UNIONIZED: 25%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
KERR-MCGEE								
IBEW	1	0	0	0	1	9	9	CA
IUOE	1	3	0	0	4	229	57	CA NM WY
OCAW	1	1	0	0	2	122	61	LA MS
PMW	0	2	0	0	2	103	51	WY
CATO OIL & GREASE								
IBT	1	0	0	0	1	12	12	OK
OCAW	1	0	0	0	1	85	85	OK

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
KERR-MCGEE							
ICW(398)	3-78	24	300	P&M P/T		CA	WESTEND
ICW(218)	NA	NA	75	NA		NV	HENDERSON
ILWU(35)	11-80	24	500	P&M		CA	TRONA
IUOE	7-75	24	200	P&M		OK	WYNNEWOOD
OCAW(2-708)	5-80	25	1050	P&M	EGKL	NM	GRANTS

LONG ISLAND LIGHTING

250 OLD COUNTRY RD., MINEOLA, NY 11501

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 5700 % EMPLS US: 100% % US UNIONIZED: 70%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
LILCO							
IBEW(1049)	7-80	24	2650	P&M	AGHJKL	NY	
IBEW(1381)	7-80	24	1350	C/S P/T	AGHILN	NY	

LTV

P.O. BOX 225003, DALLAS, TX 75265

BUSINESS LINES: STEEL & METAL PRODS, AEROSPACE, COAL, MEAT PRODS
TOTAL EMPLS: 63600 % EMPLS US: >95% % US UNIONIZED: 60%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
BUCKEYE COAL								
USA	1	0	0	0	1	16	16	PA
INTEROCEAN STEVEDORING								
IBT	1	0	0	0	2	16	16	LA
KENTRON								
IAM	1	0	0	0	1	16	16	TX
IBEW	1	0	0	0	1	6	6	GA
WILSON FOODS								
UFCW	1	0	0	0	1	10	10	IN
NA	0	1	0	0	1	65	65	IA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
LTV							
BBF	NA	NA	NA	NA		NA	
IAM	NA	NA	NA	NA		TX	GARLAND
IAM	NA	NA	NA	NA		TX	HOUSTON
ILA ILWU	NA	NA	NA	NA		IS	
FISCHER PACKING							
UFCW	9-76	36	700	P&M		KY	LOUISVILLE
BRIGGS							
IBPAW(177)	NA	24	420	NA		IL	ROBINSON
JONES & LAUGHLIN							
USA(1267)	8-77	36	600	P&M	AGJKLN	MI	WARREN
USA	8-80	36	17000	P&M	BGJKLN	IS	
VOUGHT							
PGW(263)	1-78	36	100	GRD		TX	DALLAS
UAW(1993)	10-69 x 87		150	P&M		CO	GREGG
UAW(848)	3-81	36	3900	P&M P/T	FGHJKL	TX	GRND PRAIRIE

LTV - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
WILSON FOODS							
UFCW	9-79	36	7000	P&M	CGHIJK	IS	
YOUNGSTOWN SHEET							
BAC(6)	10-69 X	65	100	P&M		IN	
USA(1361)	10-69 X	94	850	P&M		OH	WARREN
USA	10-69 X	94	200	GRD		IS	
USA	8-77	36	1200	C/S P/T	BGIJLN	IS	
USA	8-80	36	11400	P&M	BGJKLN	IN OH	
(BCOA)*							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
VOUGH*							
UAW(BC)	4-78	NA	NA	NA	NA	MI	STERLING HTS
YOUNGSTOWN SHEET							
USA	2-75	5	150	NA	NA	OH	YOUNGSTOWN
(BCOA)*							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	12	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	

MATTEL

5150 ROSECRANS AVE., HAWTHORNE, CA 90250

BUSINESS LINES: TOYS & ENTERTAINMENT PRODS, PUBLISHING
TOTAL EMPLS: 14000 % EMPLS US: 70% % US UNIONIZED: 25%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	81	65	22	51	53
FEMALE	19	35	78	49	47
WHITE	90	86	84	61	72
BLACK	4	5	7	16	11
OTHER MIN	6	9	9	22	16
TOTAL	1098	1634	1423	5105	9260

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	E VOTES	AVG SIZE	STATE
MATTEL								
PML	0	1	0	0	1	65	65	CA
KABLE PRINTING								
GAIU	2	0	0	0	2	413	206	IL
RINGLING BROS-BARNUM BAILEY								
IATSE	1	1	0	0	2	67	33	FL
WESTERN PUBL'G								
GAIU	0	0	1	0	1	61	61	WI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
MATTEL							
URW(458 766 949)	3-79	36	800	P&M	AGHJKL	CA	
STANDARD PLASTIC							
LGPN(42)	12-78	36	1100	P&M	AGJL	NJ	S PLAINFIELD
WESTERN PUBL'G							
GAIU(254)	10-69 X	99	150	P&M		WI	
GAIU(138)	5-75	36	500	P&M		NY	POUGHKEEPSIE

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
KABLE PRINTING							
NA	5-75	NA	NA	P&M	NA	NA	
WESTERN PUBL'G							
NA	4-77	NA	NA	NA	NA	NA	

MCDERMOTT

P.O. BOX 60035, NEW ORLEANS, LA 70160

BUSINESS LINES: ENERGY/NATURAL RESOURCE EQUIP & SERVICES, CONSTRUCTION
TOTAL EMPLS: 59000 % EMPLS US: 95% % US UNIONIZED: 30%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
BABCOCK WILCOX								
BBF	0	2	0	0	2	1362	454	MD MS
USA	0	1	0	0	1	1294	1294	VA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
BABCOCK & WILCOX							
BBF(901)	7-79	36	650	P&M		GA	BRUNSWICK
BBF(902)	7-79	36	600	P&M		TX	PARIS
BBF	7-79	36	NA	NA		MS	WEST POINT
BBF	7-79	36	NA	NA		NC	WILMINGTON
BBF(900)	8-79	35	2100	P&M	BGHJKL	OH	BARBERTON
USA(3059)	10-69 X	96	450	P&M		OH	
USA(4396)	2-80	36	850	P&M		OH	CANTON
USA(1062)	8-80	36	4100	P&M	BGHJKL	PA	BEAVER FALLS

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
MCDERMOTT							
NA	76	91	NA	NA	NA	NA	
BABCOCK & WILCOX							
BBF	7-76		2200	P&M	WAJ	IS	
BBF	7-79	41	6900	P&M	WAJ	IS	
USA	10-76	60	NA	NA	NA	NA	

MCDONNELL DOUGLAS

P.O. BOX 516, ST. LOUIS, MO 63166

BUSINESS LINES: AEROSPACE
TOTAL EMPLS: 82500 % EMPLS US: 95% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
MCDONNELL DOUG								
IAM	1	1	0	0	2	130	65	IL MO
IBEW	1	1	0	0	2	49	24	MO
PGW	0	0	0	1	1	12	12	MO
UFCW	0	1	0	0	1	110	110	IL

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
MCDONNELL DOUG							
IAM(720)	11-80	36	5700	VAR	AGHJKL	IS	
IAM(D 837)	5-81	36	9600	P&M	AGHIJK	MO	ST LOUIS
IAM	NA	36	6600	NA		CA	LONG BEACH
						CA	TORRANCE
IBEW(2295)	10-69 X	96	200	P&M		CA	
IUOE(501)	10-69 X	98	150	P&M		CA	
PGW(250)	10-69 X	99	200	NA		MO	ST LOUIS
PROFFESIONAL ENG'G ASSN	11-80	36	9000	P/T		IS	
UAW(1093 148)	10-80	36	15000	P&M C/S	AGHJKL	CA	LONG BEACH
						OK	TULSA
						AR	MELBOURNE

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
MCDONNELL DOUG							
IAM	2-75	93	18700	NA	WAJ	IS	
IAM	10-78	30	NA	NA	NA	FL	TITUSVILLE
UAW(148)	1-78	89	8000	P&M	JBS WAJ	IS	
UAW	78	61	NA	NA	NA	CA	LONG BEACH

MOBIL

150 E. 42ND ST., NEW YORK, NY 10017

BUSINESS LINES: PETROLEUM & NATURAL GAS, CHEM, PACKAGING & RETAILING
TOTAL EMPLS: 212800 % EMPLS US: 80% % US UNIONIZED: 20%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
MOBIL								
IBT	2	2	0	1	5	207	41	AK CA IL MI TN
ICW	0	0	0	1	1	22	22	TX
OCAW	1	1	0	1	3	49	16	NY TX WA
NA	0	1	0	1	2	9	4	MO NY
ARNOLD OIL								
NA	0	0	0	0	1	2	2	NY
CONTAINER CORP								
USA	1	0	0	0	1	14	14	GA
W F HALL PRINT								
GAIU	1	1	0	0	2	978	489	IL TN
IBT	0	1	0	0	1	621	621	TN

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
HYDRO CONDUIT								
IBT	1	0	0	0	1	105	105	NM
IUOE	1	0	0	0	1	15	15	OK
JEFFERSON STRS								
NA	1	0	0	0	1	20	20	FL
MONTGOMERY WRD								
CJA	0	0	0	1	1	36	36	FL
IAM	2	4	0	0	6	314	52	CA IL TX
IBEW	0	0	1	0	1	33	33	FL
IBT	31	44	0	7	83	4410	53	AZ CA CT FL IL IN MD MI MN MO MT NY NC OH OR PA SC TX
IUOE	0	1	0	0	1	70	70	CA
RWDSU	0	1	0	0	1	90	90	TN
SEIU	0	1	0	0	1	6	6	CA
UAW	1	0	0	0	1	22	22	AZ
UFCW	2	8	3	3	16	1429	89	CA ID IL KS MD MT NY OK OR VA WA
NA	2	6	1	3	12	471	39	CA IL IN IA MN MT NY PA TX WA WI

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
MOBIL							
IBT(283)	10-69 X	85	100	P&M C/S		MI	
IBT(308)	1-74	42	300	P&M		FL	
OCAW	8-75	36	200	P&M		IS	
OCAW(1-590)	1-77	24	200	P&M		WA	FERNDALE
OCAW(8-766)	1-77	24	150	P&M		IS	
OCAW	1-79	24	500	P&M		CA	TORRANCE
OCAW(243)	5-79	32	1550	P&M	FGHJL	TX	BEAUMONT
OCAW(604)	NA	24	NA	NA		KY	LOUISVILLE
PETRO TRADES EM(419)-ILA	NA	NA	190	NA		NY NJ	
NA	10-69 X	79	200	P&M P/T		IS	
NA	10-69 X	66	100	P&M		CA	
NA	4-75	24	150	C/S		IS	
NA	5-75	24	100	P&M C/S		NY	
NA	2-76	24	100	P/T		IS	
NA	1-77	24	400	VAR		NJ	PAULSBORO
NA	2-77	24	300	P&M		CA	
NA	4-79	36	1800	P&M	FGLN	IS	
CONTAINER CORP							
IAM(9)	5-75	24	250	P&M		MO	
ICW(529)	9-78	36	85	NA		IN	JEFFERSONVIL
ILWU(29)	NA	12	NA	NA		CA	SAN DIEGO
UPIU(208)	NA	NA	NA	NA		CA	LOS ANGELES
UPIU	NA	36	NA	NA		OH	COLUMBUS
VAR	6-73	48	2500	P&M C/S	AGL	IS	
HEISLER							
GAIU(235)	NA	24	NA	NA		MO	KANSAS CITY
MARCOR							
UPIU	NA	36	NA	NA		IS	
MONTGOMERY WARD							
IBT(294)	8-74	37	950	P&M C/S		NY	ALBANY
IBT(120)	8-74	36	600	P&M C/S		MN	ST PAUL
IBT	8-74	36	550	VAR		MN	ST PAUL
IBT(120)	8-74	36	500	VAR		MN	
IBT(452)	8-74	36	400	P&M C/S		CO	DENVER
IBT(590)	8-74	36	400	P&M C/S		MD	BALTIMORE
IBT(590)	8-74	36	400	P&M C/S		MD	
IBT(452)	8-74	36	350	P&M C/S		CO	DENVER
IBT	8-74	36	350	C/S		MO	KANSAS CITY
IBT	8-74	36	300	P&M C/S		CO	DENVER
IBT	8-74	36	300	P&M C/S		TX	FORT WORTH

MOBIL - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
IBT	8-74	36	300	C/S		TX	FORT WORTH
IBT	8-74	36	100	P&M C/S		MO	KANSAS CITY
IBT(743)	8-77	38	1100	VAR	AGL	IL	CHICAGO
IBT	8-77	36	900	P&M C/S	AGL	MO	KANSAS CITY
IBT(590)	8-77	36	800	P&M C/S		MD	BALTIMORE
IBT(175 789)	12-77	32	300	P&M C/S		WV	BECKLEY
						WV	ELKINS
UFCW	1-71	19	250	NA		IL	CHICAGO
UFCW	2-77	36	1500	P&M C/S	AGL	MI	LIVONIA

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
MOBIL							
IBEW OCAW	1-75	4	2000	P&M	WAJ	TX	BEAUMONT
CONTAINER CORP							
NA	9-77	NA	NA	NA	NA	FL	FERANDINA
NA	NA	112	NA	NA	NA	CA	LOS ANGELES
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

MONSANTO

800 N. LINDBERGH BLVD., ST LOUIS, MO 63166

BUSINESS LINES: CHEM, PLASTICS, FIBERS, AGRICULTURAL PRODS
TOTAL EMPLS: 62000 % EMPLS US: 70% % US UNIONIZED: 20%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	97	87	29	79	78
FEMALE	3	13	71	21	22
WHITE	97	92	89	85	89
BLACK	2	5	9	13	9
OTHER MIN	1	3	2	2	2
TOTAL	6445	8428	4769	23666	43308

REPRESENTATION ELECTIONS

UNION	EM W	EM L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
MONSANTO								
ABC	0	1	0	0	1	1959	1959	AL
ICW	0	0	0	1	1	59	59	WA
UAW	0	1	0	0	1	192	192	CT

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
MONSANTO							
GBBA(229)	11-75	36	500	P&M		IN	LIGONIER
ICW(414)	10-69 x	84	300	P&M		MA	
ICW(81)	10-69 x	99	200	P&M		MO	ST LOUIS
ICW(125)	10-69 x	96	150	P&M		AL	ANNISTON
ICW(57)	6-77	12	300	P&M		MA	EVERETT
ICW	11-80	37	1000	P&M	EGHKLN	IL	
ICW(16)	4-81	36	980	P&M	EGHJKL	MO	ST LOUIS
ICW(12)	NA	36	NA	NA		IL	SAUGET

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
IMAW(163)	7-77	36	100	P&M		CT	STONINGTON
IUE(288)	7-76	36	750	P&M		MA	SPRINGFIELD
IUOE(381)	10-69 x	81	200	P&M		AR	EL DORADO
OCAW(7-196)	10-69 x	94	400	P&M		MI	TRENTON
OCAW(5-434)	11-74	20	100	P&M		AR	EL DORADO
URW(657)	10-76	36	350	P&M		CA	ANAHEIM
USA	10-69 x	80	200	P&M		OH	SHARONVILLE
USA(12610)	9-78	36	510	P&M P/T		WV	CHARLESTON
VAR	4-75	24	900	P&M		TX	TEXAS CITY
FISHER CONTROLS							
UAW(893)	8-80	36	1700	P&M	FGHJLN	IA	MARSHALLTOWN

NESTLE

100 BLOOMINGDALE RD., WHITE PLAINS, NY 10605[6]

BUSINESS LINES: FOOD PRODS, FOOD SERVICES & RESTAURANTS
TOTAL EMPLS: 152700 % EMPLS US: 15% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM W	EM L	DECERT W	DECERT L	TOTAL	ELIG VOTES	AVG SIZE	STATE
NESTLE								
IBT	3	1	0	0	5	54	11	CA NJ
ILWU	0	0	1	0	1	130	130	CA
RWDSU	0	1	0	0	1	370	185	CT
NA	0	0	1	0	2	110	55	CA
ALCON LABS								
IBT	0	1	0	0	1	112	112	TX
BURTON PARSONS								
HERE	1	0	0	0	1	100	100	MD
LIBBY'S								
IBT	0	2	0	0	2	69	34	CA PR
USA	0	2	0	0	2	116	58	OR WI
NA	0	1	0	0	1	2	2	PR
STOUFFER®								
HERE	0	4	0	0	4	950	237	GA IL MD OH
NA	0	1	0	0	1	178	178	PA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NESTLE							
BCTW(50)	NA	30	NA	NA		CT	NEW MILFORD
ILWU(6)	NA	NA	100	NA		CA	SALINAS
RWDSU(1974)	5-81	36	1200	P&M	AGL	NY	FULTON
BEECH-NUT							
BCTW(697)	2-77	24	650	P&M		NY	CANAJOHARIE
UPIU(537)	3-75	36	100	P&M		WV	
LIBBY'S							
UFCW(P-247)	8-78	36	400	P&M		IL	CHICAGO
USA	4-77	9	150	P&M		IL	CHICAGO
STOUFFER®							
HERE(24)	9-78	36	1000	P&M	AGJL	MI	DETROIT

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
LIBBY'S							
FARM LABOR ORG'G COMM[5]	78	999	1500	AGR	VAR	OH	

NORTHWEST AIRLINES

MINNEAPOLIS-ST. PAUL INTL AIRPORT, ST. PAUL, MN 55111

BUSINESS LINES: AIR TRANSPORTATION
TOTAL EMPLS: 12700 % EMPLS US: 90% % US UNIONIZED: 90%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
NORTHWEST								
IBT	2	0	0	0	2	4693	2346	IS
TWU	1	0	0	0	1	39	39	IS

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NORTHWEST							
ALEA-ALPA	NA	36	NA	P/T		NA	
ALPA	7-80	36	1500	PLT		IS	
BRAC	6-79	36	3200	C/S		IS	
IAM	NA	NA	3500	P&M		IS	
IAM	NA	NA	NA	P/T		IS	
IAM	NA	NA	NA	GRD		IS	
IBT	NA	NA	2200	FLT		IS	
TWU	NA	NA	NA	DSP		IS	
TWU	NA	NA	NA	P/T		IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
NORTHWEST							
ALPA	8-75	3	1560	PLT	PLA SUB	IS	
ALPA	4-78	108	1500	PLT	VAR	IS	

OCCIDENTAL PETROLEUM

10889 WILSHIRE BLVD., LOS ANGELES, CA 90024

BUSINESS LINES: PETROLEUM & NATURAL GAS, CHEMICALS & COAL
TOTAL EMPLS: 34700 % EMPLS US: 85% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
OCC'L PETR-OXY								
IBT	0	1	0	0	1	16	16	CA
IUOE	0	2	0	0	2	257	128	CO
OCAW	0	1	0	0	1	24	24	CA
UAW	1	1	0	0	2	47	23	CA MI
HOOKER CHEM								
ICW	0	1	0	0	1	198	198	NY
PGW	0	0	0	1	1	25	25	NY
RING AROUND PRODUCTS								
IBT	0	1		0	1	10	10	KS

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
OCC'L PETR-OXY							
ICW(19)	7-78	24	80	P&M		TX	NEEDVILLE
ICW(784)	12-80	24	1500	P&M	FGJKL	FL	WHITE SPRNGS
UAW(889)	3-81	16	80	C/S		MI	WARREN

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
HOOKER CHEMICAL							
IAM(2112)	6-76	36	500	P&M		NY	N TONAWANDA
ICW(110)	6-79	24	150	P&M		WA	TACOMA
ICW(696)	NA	NA	50	NA		IN	JEFFERSNVLLE
NIAG HOOKER EMPL UNION	9-80	24	820	P&M	BGHKLN	NY	NIAGARA FLLS
OCAW(3-632) (BCOA)#	NA	24	NA	NA		MS	COLUMBUS
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
HOOKER CHEMICAL							
ICW(820)	77	NA	NA	NA	NA	MI	MONTAGUE
ICW	80	70	NA	NA	NA	IN	JEFFERSNVLLE
UGCW(482)	2-81	NA	350	NA	PLA	NJ	BURLINGTON
NA	80	42	NA	NA	NA	NY	NIAGRA FALLS
ISLAND CREEK							
UMW (BCOA)#	76	20	NA	NA	NA	NA	
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	

PHILLIPS PETROLEUM

4TH AND KEELER, BARTLESVILLE, OK 74004

BUSINESS LINES: PETROLEUM & NATURAL GAS, CHEM, PLASTICS & OTHER
TOTAL EMPLS: 32400 % EMPLS US: 80% % US UNIONIZED: 20%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
PHILLIPS PETRO								
IAM	1	0	0	0	1	14	14	IL
IBT	1	0	0	0	1	26	26	TX
OCAW	0	0	1	0	1	46	46	TX
NA	0	1	0	0	1	538	538	TX
AMER THERMO-PLASTICS								
IUOE	0	1	0	0	1	47	47	IL
INTERPLASTIC								
IBT	1	0	0	0	1	7	7	OK
NA	1	0	0	0	1	13	13	OK

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
PHILLIPS PETRO							
IUOE(351)	1-75	36	250	P&M		TX	
IUOE(626)	2-75	26	100	P&M		OK	
OCAW(1-5)	1-75	24	600	VAR		CA	AVON
OCAW(4-463)	2-77	23	450	P&M		TX	BORGER
OCAW(5-604)	1-79	24	470	P&M		KS	KANSAS CITY
OCAW(4-227)	3-79	12	500	P&M	C/S	TX	PASADENA
SEALRIGHT							
UPIU(510)	4-76	24	350	P&M		KS	KANSAS CITY
UPIU(54)	5-77	24	550	P&M		NY	FULTON

PHILLIPS PETROLEUM - CONTINUED

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

PILLSBURY

608 SECOND AVE. S., MINNEAPOLIS, MN 55402

BUSINESS LINES: FOOD PRODS & RESTAURANTS
TOTAL EMPLS: 60000 % EMPLS US: 90% % US UNIONIZED: 10%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
PILLSBURY								
AFGM	2	4	0	0	6	428	71	IL IN IA MN TX
IBT	1	1	0	0	2	11	5	CA OH
LIUNA	1	0	0	0	1	4	4	MO
OPEIU	1	0	0	0	1	3	3	OH
UFCW	0	1	0	0	1	363	363	MN
BURGER KING@								
HERE	0	2	0	0	2	62	31	CA MN
IBT	0	5	0	1	6	192	32	CA GA MN NJ NY
NA[7]	0	1	0	0	1	35	35	NJ
FOX DELUXE PIZZA								
BCTW	0	1	0	0	1	158	158	MO
IBT	0	1	0	0	1	172	172	MO
PIONEER FOOD								
CJA	2	0	0	1	3	91	30	AR
POPPIN FRESH PIES								
CTD	0	1	0	0	1	11	11	IL
IBT	0	1	0	0	1	4	4	MN
NA	0	1	0	0	1	183	183	IL
STEAK & ALE RESTAURANTS								
HERE	0	1	0	0	1	51	51	VA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
PILLSBURY							
AFGM(24)	4-75	27	400	P&M		IL	SPRINGFIELD
AFGM(353)	7-75	24	100	P&M		MN	SEELYVILLE
AFGM(108)	7-75	24	100	P&M		MO	ST LOUIS
AFGM(36)	7-75	24	100	P&M		NY	BUFFALO
AFGM(221)	8-75	24	250	P&M		PA	E GREENVILLE
AFGM(331)	10-76	36	200	P&M		IN	TERRE HAUTE
AFGM(1)	7-78	24	150	P&M		MN	MINNEAPOLIS
PIONEER FOOD							
CJA(2381)	NA	NA	85	NA		NA	

REYNOLDS (R J) INDUSTRIES

RJR WORLD HEADQUARTERS, WINSTON-SALEM, NC 27102

BUSINESS LINES: TOBACCO, TRANS, PETROLEUM & NAT GAS, FOOD PRODS
TOTAL EMPLS: 83500 % EMPLS US: 55% % US UNIONIZED: 55%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
R J REYNOLDS								
GAIU	0	1	0	0	1	298	298	PR
USA	0	1	0	0	1	106	106	NJ
AMINOIL INTL								
NA	0	0	0	1	1	8	8	TX
DEL MONTE								
IAM	0	1	0	0	1	70	70	WI
PGCU	1	0	0	0	1	58	58	CA
SIU	0	1	0	0	1	1379	1379	PR
NA[7]	0	1	0	0	1	26	26	PR
FILMCO INTL								
IBT	1	0	0	0	1	144	144	OH
GRANNY GOOSE FOODS								
ILWU	1	0	0	0	1	14	14	HI
SEA-LAND								
ILA	1	0	0	0	1	323	323	MS
SERVICE SYSTEM								
CWA	12	0	0	0	12	108	9	MI
HERE	4	1	0	0	5	47	9	MI PA
IBT	1	1	0	0	2	35	17	NY
SEIU	6	1	0	0	7	120	17	IL MO NY
NA	0	0	0	1	1	14	14	NY

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
DEL MONTE							
IAM(2068 101)	10-69 x	84	200	P&M		IL	ROCHELLE
IAM(237)	5-74	36	200	P&M		CA	FRUITVALE
IBT(616)	10-69 x	78	200	P&M		CA	FRESNO
IBT(305 670)	6-79	36	1700	P&M	AGMKL	OR WA	
IBT(760)	6-79	36	850	P&M	AGKL	WA	TOPPENISH
IBT	76	36	NA	P&M		CA	
ILWU	NA	36	1400	NA		CA	SAN JOSE
RWDSU	10-69 x	81	600	P&M		NJ	SWEDESBORO
RWDSU(578)	5-74	36	100	P&M		IL	ROCHELLE
RWDSU(17)	1-81	36	1300	P&M	AGJL	IL	
NA	1-77	36	600	P&M		TX	
SEA-LAND							
ILA	NA	36	NA	NA		NA	
ILWU	NA	NA	NA	NA		NA	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
DEL MONTE							
IBT	7-76	11	NA	P&M	WAJ SUB	CA	
SEA-LAND							
ILA	9-77	60	NA	NA	NA	IS	

ROCKWELL INTL

600 GRANT ST., PITTSBURGH, PA 15219

BUSINESS LINES: AEROSPACE, ELECTRONICS, AUTOMOTIVE & OTHER
TOTAL EMPLS: 108000 % EMPLS US: 85% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
ROCKWELL INTL								
GAIU	1	0	0	0	1	7	7	CA
IBT	1	0	0	0	1	5	5	CA
OPEIU	0	1	0	0	1	17	17	OK
UAW	2	5	0	0	7	2760	394	CA KY OH OK
USA	2	1	0	0	3	1012	337	AR MS SC
NA	0	1	0	0	1	2	2	CA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
ROCKWELL INTL							
DAL	4-77	36	1200	P&M OTH	CGHJKL	WA	RICHLAND
GUA(84)	11-74	24	100	GRD		CO	ROCKY FLATS
IBEW(2995)	10-69 X	96	250	P&M		CA	LOS ANGELES
IBEW(1392)	3-79	36	5200	P&M	FGHJL	IA	CEDAR RAPIDS
IBEW(2125)	3-79	36	1200	P&M P/T	AGHJKL	CA	
IBT	10-69 X	96	100	P&M		CA	LOS ANGELES
IBT	10-69 X	74	100	C/S		IA	
IMAW(406)	10-69 X	83	550	P&M		MA	HOPEDALE
IMAW(352)	10-69 X	96	500	P&M		SC	
IUE(787)	5-79	34	2500	P&M	FGHJKL	TX	DALLAS
IUOE(260)	10-69 X	99	100	P&M		TX	MCGREGOR
PGW(21)	11-78	12	250	GRD		WA	RICHLAND
SMW(461)	10-69 X	96	450	P&M		CA	
UAW(1558)	10-69 X	96	200	P&M		OK	
UAW(1347)	10-78	23	100	P&M		WV	PRINCETON
UAW(887 927 952)	6-78	37	8000	P&M P/T	AGHKLN	CA	
UAW	2-80	36	7000	P&M	AGHIJK	IS	
UAW	NA	36	12000	NA		IS	
UE(164)	NA	36	NA	NA		IL	CHICAGO
USA(6830)	9-76	36	500	P&M	BGHJKL	MA	HOPEVILLE
USA(6214)	7-77	12	800	P&M		WV	
USA	9-77	36	1700	P&M	AGJKL	IN PA	
USA(8031)	10-78	36	1500	P&M	AGJKLN	CO	ROCKY FLATS
USA(6996)	10-78	36	1300	P&M	BGHJKL	PA	READING
NA	10-69 X	98	300	P&M		CA	EL SEGUNDO
ADMIRAL							
IAM(2063)	4-80	36	2350	P&M	AGHKL	IL	
IBEW(1031)	10-78	36	1000	P&M	AGKL	IL	CHICAGO

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
ROCKWELL INTL							
UAW	2-77	15	6000	NA	NA	NA	
COLLINS							
IAM IBEW	5-76	26	5700	P&M	WAJ	CA IA	

SEAFIRST

P.O. BOX 3586, SEATTLE, WA 98124

BUSINESS LINES: BANKING & FINANCE
TOTAL EMPLS: 8600 % EMPLS US: >95% % US UNIONIZED: 0%

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
SEATTLE FIRST NATIONAL BA							
NA	8-74	36	4000	P&M C/S	FGHL	WA	

SEARS ROEBUCK

SEARS TOWER, CHICAGO, IL 60684

BUSINESS LINES: GENERAL MERCHANDISING, INSUR, REAL ESTATE & OTHER
TOTAL EMPLS: 390000 % EMPLS US: >95% % US UNIONIZED: <5%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
SEARS ROEBUCK								
CJA	1	0	0	0	1	3	3	WA
IAM	0	1	0	0	1	47	47	CA
IBEW	1	2	0	5	8	604	75	AL CA FL LA WA
IBT	5	22	2	2	31	6148	198	AZ CA CO FL GA HI IL IN LA MA MI MN NE NJ OH PA TN WA WV
ILWU	0	1	0	0	1	181	181	HI
IUOE	0	1	0	0	1	161	161	HI
RWDSU	0	2	0	0	2	494	247	TN
SEIU	1	0	0	0	1	12	12	CA
UFCW	7	5	1	3	16	5912	369	CA IL MI MT NE OH PA
URW	0	1	0	0	1	134	134	TN
NA	0	4	0	1	5	539	108	AK OH RI WA
ALLSTATE INSUR								
NA	1	3	0	0	4	2006	501	CA CO IL NY

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
SEARS ROEBUCK							
IBT	10-69 X	67	300	C/S		WA	
IBT	10-69 X	69	150	P&M C/S		WA	
IBT(107)	7-75	36	900	P&M		PA	PHILADELPHIA
IBT(107)	7-75	36	400	P&M		PA	PHILADELPHIA
IBT(130)	7-79	36	1000	P&M C/S	FGHL	WA	SEATTLE
IBT(243)	NA	NA	1000	P&M C/S		MI	DETROIT
RWDSU	NA	24	NA	P&M C/S		GA	TUCKER
UFCW	8-72	36	1100	C/S		CA	SN FRANCISCO
UFCW	7-77	36	850	P&M C/S		MI	DETROIT
UNIVERSAL RUNDLE							
IBPAW(133)	8-75	36	350	P&M		PA	NEW CASTLE
IBPAW(237)	11-75	36	150	P&M		TX	HONDO

SPERRY

1290 AVE. OF THE AMERICAS, NEW YORK, NY 10104

BUSINESS LINES: ELECTRONIC PRODS & OTHER
TOTAL EMPLS: 92500 % EMPLS US: 70% % US UNIONIZED: 15%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
SPERRY								
AIW	0	1	1	0	2	1125	562	AR NE
IAM	0	0	0	1	1	38	38	DC

SPERRY - CONTINUED

REPRESENTATION ELECTIONS - CONT'D

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
IBT	0	4	0	0	4	2381	595	MD TN
ITU	1	0	0	1	2	55	27	IA
IUE	0	0	0	1	1	13	13	NJ
SMW	0	1	0	0	1	369	369	CA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
SPERRY							
AIW(171)	9-78	36	800	P&M	FGHIKL	NE	OMAHA
AIW	NA	36	540	P&M	AGHJKL	MO	JOPLIN
AIW(648)	NA	39	NA	NA		MO	JOPLIN
IAM(2104)	5-74	36	200	P&M		NY	N TONAWANDA
IAM(1063)	6-75	36	950	P&M		NY	UTICA
IAM(2380)	6-75	36	250	P/T		NY	
IAM(790)	6-77	36	100	P&M		OK	TULSA
IBEW(1667)	5-77	36	600	P&M		CT	
IBEW(2047)	5-79	26	2700	P&M	AGHJLN	MN	ST PAUL
ICW	10-69 x	76	500	P&M		LA	
IUE(945)	2-74	36	200	P&M		MI	TROY
IUE(450)	10-76	36	900	P&M		NY	GREAT NECK
IUE	11-76	35	1250	P/T	AGHL	CA NY	
IUE(444)	9-79	36	1350	P/T		NY	GREAT NECK
IUE(450)	9-79	36	NA	C/S		NY	GREAT NECK
IUE(445)	9-79	36	NA	P&M		NY	GREAT NECK
IUE(470)	9-79	36	NA	P&M		NY	GREAT NECK
IUE(792)	NA	36	600	NA		MS	JACKSON
IUE(459)	NA	36	NA	P/T		NY	NEW YORK

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
SPERRY							
IBEW	5-79	83	2800	P&M	WAJ	MN	ST PAUL
IUE	9-76	47	2600	VAR	JBS OTH	NY	LONG ISLAND

STANDARD BRANDS

625 MADISON AVE., NEW YORK, NY 10022

BUSINESS LINES: FOOD PRODS
TOTAL EMPLS: 24200 % EMPLS US: 50% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
STND BRANDS								
IAM	1	0	0	0	1	25	25	TX
IBT	2	2	0	0	4	462	115	AR CA TX WA
PTE	1	0	0	0	1	15	15	IL
UFCW	0	2	0	0	2	287	143	NJ
NA	0	1	0	0	1	12	12	IL
PINATA FOODS								
UFCW	1	0	0	0	1	72	72	TX

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
STANDARD BRANDS							
AFGM(6)	8-76	36	850	P&M		IA	CLINTON
IBT	10-69 x	79	800	P&M		IS	
RWDSU(194)	NA	36	NA	NA		IL	CHICAGO
UFCW	10-69 x	80	450	P&M		NJ	HOBOKEN
CURTISS							
BCTW(552)	1-78	36	1000	P&M	AGJLN	IL	FRANKLIN PK
PLANTERS							
UAW(DWA 26)	5-77	36	1500	P&M C/S	FGHKL	VA	SUFFOLK

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
STANDARD BRANDS							
AFGM(6)	8-79	NA	750	NA	WAJ PLA	IA	CLINTON

STANDARD OIL CO OF CALIF

225 BUSH ST., SAN FRANCISCO, CA 94104

BUSINESS LINES: PETROLEUM & NATURAL GAS, CHEMICALS & OTHER
TOTAL EMPLS: 40200 % EMPLS US: 78% % US UNIONIZED: 35%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	98	88	54	96	84
FEMALE	2	12	46	4	16
WHITE	96	90	75	80	83
BLACK	1	3	9	10	7
OTHER MIN	3	7	16	10	10
TOTAL	3574	6547	6961	10464	27546

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
STND OIL-CHEVR								
IBT	1	0	0	0	1	8	8	AK
ICW	0	0	0	1	1	9	9	CA
OCAW	2	1	1	0	4	2918	729	CA UT WA
NA	1	0	0	0	1	70	70	WA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
STND OIL-CHEVRON							
IAM	4-77	24	150	P&M		CA	
IUPW-SIU	4-79	24	1570	P&M P/T	EGHKLN	CA	
OCAW	1-79	24	1150	P&M		CA	RICHMOND
OCAW	2-79	24	900	P&M		CA	EL SEGUNDO
OCAW	1-80	24	225	NA		CA	RICHMOND
OCAW(4-447)	NA	24	220	NA		LA	BELLE CHASSE
PETRO TRADES EM(419)-ILA	NA	NA	NA	NA		NY NJ	
VAR	1-75	24	300	P&M		NJ	PERTH AMBOY
NA	4-78	12	1100	P&M C/S	FGL	IS	

STANDARD OIL OF CALIF - CONTINUED

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

STANDARD OIL (INDIANA)

P.O. BOX 5910-A, CHICAGO, IL 60680

BUSINESS LINES: PETROLEUM & NATURAL GAS, CHEM, MINERALS & OTHER
TOTAL EMPLS: 56400 % EMPLS US: 90% % US UNIONIZED: 25%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	97	82	35	83	77
FEMALE	3	18	65	17	23
WHITE	94	90	81	77	83
BLACK	3	5	14	16	11
OTHER MIN	3	5	5	7	6
TOTAL	7015	10466	7155	19984	44620

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
STND OIL-AMOCO								
CJA	1	0	0	0	1	90	90	WS
GBBA	1	0	0	0	1	159	159	PA
IBT	1	3	0	0	4	733	183	DE IL MN WI
ICW	0	1	0	0	1	414	414	AL
LIUNA	1	0	0	0	1	128	128	CA
OCAW	6	6	1	1	13	2114	163	AL CO FL IL IN LA ND TX WY
NA	0	3	0	0	3	72	24	IL LA WY
CYPRUS MINES								
IBT	0	1	0	0	1	41	41	MT
USA	1	0	0	0	1	783	783	AR

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
STND OIL-AMOCO							
IBT(211)	10-69	X 87	100	P&M		MD	
IBT(170)	8-75	12	100	P&M C/S		IL	CHICAGO
IBT(975)	11-76	36	100	P&M		MN	ST PAUL
OCAW(2-124)	1-75	24	200	P&M		WY	CASPAR
OCAW(2-286)	1-75	24	150	P&M P/T		UT	SALT LAKE CT
OCAW(4-449)	1-79	24	1250	P&M	FGHIJK	TX	TEXAS CITY
OCAW(7-1)	1-79	24	1300	P&M P/T	FGJKL	IN	WHITING
OCAW(4-16)	1-79	24	800	P&M		TX	
OCAW(4-14)	1-79	12	600	P&M		TX	
OCAW	1-79	24	300	P&M P/T		KS	SUGAR CREEK
OCAW(3-1)	1-79	24	150	P&M P/T		VA	YORKTOWN
OPEIU(423)	2-75	24	100	P&M C/S		IN	WHITING
PETRO TRADES EM(419)-ILA	NA	NA	NA	NA		NY NJ	
NA	10-69	X 66	500	C/S		IL	
NA	10-69	X 65	300	C/S		MI	
NA	10-69	X 74	250	C/S		IN	
NA	10-69	X 66	250	P/T		IN	
NA	10-69	X 69	150	C/S		IL	DECATUR

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
NA	1-75	20	100	C/S		IL	PEORIA
NA	3-75	24	100	P&M		IS	
NA	2-79	24	1200	C/S	FGL	IL	
CYPRUS MINES							
CLGW(523)	NA	24	NA	NA		GA	SANDERSVILLE
CLGW(239)	NA	36	NA	NA		MI	THREE FORKS
CLGW(511)	NA	24	NA	NA		SC	AIKEN

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
STND OIL-AMOCO							
NA	80	NA	NA	NA	NA	PA	
CYPRUS MINES							
USA	8-76	NA	NA	NA	NA	NA	
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

STEVENS (J P)

1185 AVE. OF THE AMERICAS, NEW YORK, NY 10036

BUSINESS LINES: TEXTILE PRODS
TOTAL EMPLS: 41400 % EMPLS US: 100% % US UNIONIZED: 10%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
J P STEVENS								
ACTWU	2	1	0	0	3	546	182	NC SC

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
J P STEVENS							
ACTWU	10-80	30	2500	NA		NC	ROANOKE RPDS
ACTWU	10-80	30	425	P&M		AL	MONTGOMERY
ACTWU	10-80	30	125	P&M		SC	ALLENDALE
ACTWU	10-80	30	100	P&M		NC	HIGH POINT
FLORIDA PRINTERS							
ITU	NA	NA	30	P&M		FL	MIAMI
FOOTE & DAVIES							
GAIU	NA	NA	650	P&M		GA	DORAVILLE
ITU	NA	NA	20	P&M		GA	DORAVILLE
PGCU	NA	NA	50	P&M		GA	DORAVILLE
MID-AMERICA WEB PRESS							
IAM(31)	NA	NA	NA	NA		NE	LINCOLN
RURALIST PRESS							
GAIU	NA	NA	175	P&M		GA	ATLANTA
IAM(2)	NA	NA	NA	NA		GA	ATLANTA
ITU	NA	NA	85	P&M		GA	ATLANTA
PGCU(8)	NA	NA	NA	NA		GA	ATLANTA

SUPERIOR OIL

P.O. BOX 1521, HOUSTON, TX 77001

BUSINESS LINES: PETROLEUM, NATURAL GAS & OTHER
TOTAL EMPLS: 5100 % EMPLS US: 65% % US UNIONIZED: 0%

TEXACO

2000 WESTCHESTER AVE., WHITE PLAINS, NY 10650

BUSINESS LINES: PETROLEUM, NATURAL GAS & OTHER
TOTAL EMPLS: 67000 % EMPLS US: 50% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
TEXACO								
IBT	0	3	0	1	5	254	51	CA FL MO WA PR
OCAW	1	2	1	0	4	188	47	IL LA NJ
OPEIU	0	1	0	0	1	23	23	TX
NA	0	2	0	1	4	44	11	NJ OH PA WY
EXPLORER PIPE-LINE								
OCAW	0	1	0	0	1	81	81	TX

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
TEXACO							
IBEW(390)	2-75	22	250	P&M		TX	PORT ARTHUR
IUDE(340)	1-75	24	150	P&M		TX	AMARILLO
OCAW(2-[illegible]0)	1-75	24	200	NA		WY	CASPER
OCAW	2-75	22	200	P&M		TX	HOUSTON
OCAW(4-228)	2-75	22	200	P&M		TX	PORT NECHES
OCAW(8-638)	1-77	24	650	P&M	P/T	NJ	WESTVILLE
OCAW(1-591)	1-77	24	250	P&M		WA	PUGET SOUND
OCAW(8-623)	1-77	24	200	P&M		NJ	BAYONNE
OCAW(4-612)	1-77	24	150	P&M		TX	EL PASO
OCAW(4-23)	1-78	24	4100	P&M	P/T FGJLN	TX	PORT ARTHUR
OCAW(1-128)	1-79	24	600	P&M		CA	LONG BEACH
OCAW(7-222)	1-79	24	500	P&M		IL	LOCKPORT
OCAW(7-368)	1-79	24	400	P&M		IL	LAWRENCEVLLE
OCAW(5-217)	1-79	24	300	P&M		OK	TULSA
OPEIU(66)	1-80	24	250	C/S		TX	PORT ARTHUR
PETRO TRADES EM(419)-ILA	NA	NA	NA	NA		NY NJ	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
TEXACO							
IBEW OCAW OPEIU	2-79	1	4200	VAR	PKT	TX	PORT ARTHUR
OCAW	1-75	51	4500	P&M	WAJ	TX	PORT ARTHUR
OCAW	10-75	2	3000	P&M	NA	TX	PORT ARTHUR
(PETRO IND)#							
OCAW	1-80	180	63000	P&M	WAJ SUB	IS	

TEXAS INSTRUMENTS

P.O. BOX 225474, DALLAS, TX 75265

BUSINESS LINES: ELECTRONICS PRODS
TOTAL EMPLS: 89900 % EMPLS US: NA % US UNIONIZED: 0%

UNC RESOURCES

UNC CRESCENT PLAZA, 7700 LEESBURG PIKE, FALLS CHURCH, VA 22043

BUSINESS LINES: URANIUM, NUCLEAR PRODS & SERVICES, METALS & OTHER
TOTAL EMPLS: 3700 % EMPLS US: >95% % US UNIONIZED: 10%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNC RESOURCES								
OCAW	0	1	0	0	1	648	648	CT
UNICORE								
NA	0	1	0	0	1	44	44	CT

UNION CARBIDE

270 PARK AVE., NEW YORK, NY 10017

BUSINESS LINES: CHEMICALS, PLASTICS, MINERALS, METALS & OTHER
TOTAL EMPLS: 116100 % EMPLS US: 65% % US UNIONIZED: 25%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNION CARBIDE								
CTD	0	1	0	0	1	22	22	IL
GAIU	2	0	0	1	3	40	13	PA TN
IAM	0	0	0	1	1	430	430	TN
IBT	3	5	0	1	9	1693	188	IL IN NM NC OH PR
ICW	1	0	0	0	1	22	22	IA
IUDE	0	2	1	1	4	231	58	CA CO IL TN
OCAW	0	3	0	0	3	1193	398	IL IN TN
SIU	1	0	0	0	1	10	10	PR
USA	2	4	0	0	6	594	99	AL CO IN NJ WY
NA	1	1	0	1	3	384	128	VA PR

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
UNION CARBIDE							
ATOMIC TRADES & LABOR CNCL	6-78	36	2800	NA		TN	OAK RIDGE
ATOMIC TRADES & LABOR CNCL	6-78	36	1200	P&M		TN	OAK RIDGE
DAL	6-78	36	2400	P&M	FGHJKL	TN	
DAL	4-80	24	1550	P&M	FGJKLN	TX	
GUA(3)	10-69	x 74	100	GRD		TN	
IAM	10-79	24	1000	P&M	P/T EGHJKL	WV	
IAM(656)	1-81	24	1100	P&M	FGHJKL	WV	CHARLESTOWN
IAM	NA	NA	1100	NA		TN	S CHARLESTON
ICW(252 715)	6-79	24	NA	NA		TN	OAK RIDGE
ICW(698)	NA	24	305	NA		WV	SISTERVILLE
ICW(183)	NA	24	65	NA		NM	KEASBEY
IUDE	10-69	x 94	350	P&M		CA	
IUDE(912)	3-77	24	550	P&M		TN	COLUMBIA
OCAW(7-513)	10-69	x 66	400	P&M		IN	
OCAW(8-250)	3-76	12	250	P&M		NY	
OCAW(8-891)	5-76	24	800	P&M	P/T EGJKLN	NJ	BOUND BROOK
OCAW	7-76	24	600	P&M		WV	CLARKSBURG
OCAW(8-215)	3-77	24	750	P&M		NY	TONAWANDA
OCAW(3-288)	10-78	36	2700	P&M	FGHJKL	TN	OAK RIDGE
OCAW(3-550)	8-79	24	1480	P&M		KY	PADUCAH
OCAW(3-639)	8-79	24	1000	P&M	EGJKL	OH	MARIETTA
OCAW(3-89)	2-80	24	800	P&M	FGHJKL	WV	BOOMER
OCAW(8-784)	NA	24	300	NA		NJ	WAYNE
OCAW(6-104)	NA	24	NA	NA		WI	MILWAUKEE
UGCW(129)	9-76	24	400	P&M	P/T	IL	
USA(14976)	10-75	24	100	P&M		OH	MARIETTA
USA(6789)	7-76	24	100	P&M		NJ	PISCATAWAY
USA(3081)	5-78	24	600	P&M		OH	ASHTABULA
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

UNION CARBIDE - CONTINUED

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
UNION CARBIDE							
ATOMIC TRADES & LABOR CNCL	6-81	*	3900	P&M	WAJ PLA	TN	OAK RIDGE
OCAW	10-75	27	2200	P&M	WAJ SUB	TN	OAK RIDGE
OCAW	8-79	26	1500	P&M	PLA	KY	PADUCAH
UAW	81	NA	NA	NA	NA	NA	
(BCOA)#							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	

UNION ELECTRIC

P.O. BOX 149, ST. LOUIS, MO 63166

BUSINESS LINES: ELECTRIC UTILITY
TOTAL EMPLS: 6900 % EMPLS US: 100% % US UNIONIZED: 70%

REPRESENTATION ELECTIONS

	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNION								
MISSOURI UTIL								
IBEW	2	0	0	0	2	16	8	MO

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
UNION ELECTRIC							
GUA(3)	NA	36	200	GRD		IN	OAK RIDGE
IBEW(148)	7-79	24	1650	P&M	AHIKLN	IS	
IBEW(148)	7-79	24	1450	P&M	AGHKLN	IS	
IBEW(1455)	7-79	24	1100	C/S P/T	AGHL	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
UNION ELECTRIC							
IBEW	7-75	108	4200	P&M	WAJ	IS	

UNIROYAL

OXFORD MNGMT & RESEARCH CENTER, MIDDLEBURY, CT 06749

BUSINESS LINES: TIRES & RUBBER PRODS; CHEMICALS, PLASTICS & OTHER
TOTAL EMPLS: 31000 % EMPLS US: 90% % US UNIONIZED: 25%

REPRESENTATION ELECTIONS

	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNION								
UNIROYAL								
PGW	0	0	1	0	1	69	69	IL
URW	1	1	0	0	2	113	56	AL GA
UTWA	1	0	0	0	1	361	361	TN
NA	0	1	0	0	1	7	7	TN
USA	0	1	0	0	1	83	83	LA
SCHAAP-BRENNER								
IBT	1	0	0	0	1	3	3	CA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
UNIROYAL							
ACTWU(1335)	NA	12	NA	NA		VA	SCOTTSVILLE
URW	7-79	33	8300	P&M	AGHIJK	IS	
UTWA(1800)	4-79	36	700	P&M		SC	WINNSBORO
UTWA(524)	NA	36	NA	NA		TN	SHELBYVILLE

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
UNIROYAL							
URW	5-79	40	8500	P&M	WAJ SUB	IS	
URW	10-79	54	1400	P&M	UNS PLA	AL	OPELIKA
(RUBBER IND)#							
URW	4-76	141	56200	P&M	WAJ SUB	IS	

UNITED STATES STEEL

600 GRANT ST., PITTSBURGH, PA 15230

BUSINESS LINES: STEEL; CHEMICALS, TRANSPORTATION & OTHER
TOTAL EMPLS: 149200 % EMPLS US: 95% % US UNIONIZED: 80%

REPRESENTATION ELECTIONS

	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNION								
U S STEEL								
CLGW	2	0	0	0	2	9	4	IL IA
IBT	1	0	0	0	1	4	4	CA
PGW	1	1	0	0	2	94	47	IL TX
PPF	0	1	0	0	1	120	120	OH
USA	3	0	0	0	3	55	18	AL GA NJ
NA	0	1	0	1	2	6	3	AL TN
ALSIDE								
IBT	2	0	0	0	2	8	4	MI OH
UAW	1	0	0	0	1	4	4	NY
USA	0	1	0	0	1	6	6	OH
NA	1	0	0	0	1	2	2	PA
OHIO BARGE								
USA	0	1	0	0	1	8	8	PA
WARRIOR & GULF NAVIGATION								
USA	1	0	0	0	1	3	3	AL
NA	0	1	0	0	1	4	4	LA

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
U S STEEL							
BSIW(621)	10-69 x	72	300	P&M		NY	EL MIRA
CLGW	5-75	35	150	P&M		KS	INDEPENDENCE
CLGW(205)	5-75	35	150	P&M		MO	
CLGW(69)	5-75	35	150	P&M		TX	WACO
CLGW(500)	NA	36	430	NA		MI	ROGERS CITY
ICW(377)	NA	36	675	NA		FL	BARTOW
MMAP	10-69 x	94	100	P/T		PA	
OCAW(7-346)	NA	36	NA	NA		OH	TOLEDO
OCAW(3-206)	NA	36	NA	NA		TN	NASHVILLE
PGW(510)	10-69 x	94	100	GRD		PA	
UFWA(301)	4-74	36	150	P&M		IN	
USA	8-74	36	1000	P&M	BGIJKL	PA	PITTSBURGH
USA	8-80	36	99300	P&M C/S	BGJKLN	IS	
USA	8-80	36	5000	C/S P/T	BGHIJK	IS	
USA	8-80	36	3000	P&M	AGHJKL	MN	

UNITED STATES STEEL - CONTINUED

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
USA	8-80	39	1600	P&M	BGJKLN	IS	
USA	8-80	39	1400	P&M	BGJKL	IS	
VAR	3-77	36	700	P&M		TX	ORANGE
NA	10-69 x	94	500	NE		IL	
OHIO BARGE LINE							
NMU	10-69 x	83	100	P&M		PA	DRAVOSBURG
(BCOA)#							
UMW	7-81	40	160000	P&M	AGIMN	IS	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
U S STEEL							
UMW	3-81	7	6000	P&M	PLA	PA WV	
USA	8-77	6	1000	P&M	LUI	NY PA	
ELGIN JOLIET							
& EASTERN RR							
UTU	2-75	5	150	CND BRK	WAJ	IL	CHICAGO
(BCOA)#							
UMW	8-75	43	61900	P&M	PLA	IS	
UMW	8-76	3	8500	P&M	PLA	AL	
UMW	6-77	93	81300	P&M	SUB	IS	
UMW	12-77	110	170300	P&M	WAJ SUB	IS	
UMW	3-78	13	34700	P&M	WAJ SUB	IS	
UMW	3-81	72	160000	P&M	WAJ SUB	IS	
UMW	3-81	90	11000	P&M	WAJ SUB	IS	
(IRON ORE MIN)#							
USA	8-77	138	14500	P&M	WAJ	MI MN	

UNITED TECHNOLOGIES

UNITED TECHNOLOGIES BLDG., HARTFORD, CT 06101

BUSINESS LINES: DIVERSIFIED AVIATION, INDUSTRIAL, ELECTRICAL
TOTAL EMPLS: 200200 % EMPLS US: 65% % US UNIONIZED: 40%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
UNITED TECHNOL								
IBT	0	0	0	1	1	75	75	CA
AMBAC INDUS								
IBT	0	1	0	0	1	147	147	IL
CARRIER								
IBT	1	1	0	0	2	115	57	CA PA
PPF	1	0	0	0	1	118	58	PA
USA	0	1	0	0	1	66	66	PA
ESSEX GROUP								
CJA	1	0	0	0	1	37	37	MI
IAM	1	0	0	0	1	9	9	IN
IBEW	1	0	0	0	1	202	202	IN
IBT	0	1	0	0	1	21	21	IN
ICW	1	0	0	0	1	3	3	IN
RWDSU	1	0	0	0	1	180	180	IN
UAW	3	2	1	0	6	856	143	IN MI NY
USA	0	1	0	0	1	353	353	MI
UTWA	1	0	0	0	1	77	77	NC
NA	0	1	0	0	1	4	4	IN
OTIS GROUP								
CTD	1	0	0	0	1	5	5	IL
NA	1	0	0	0	1	54	54	PR
PRATT & WHIT								
IBT	0	1	0	0	1	53	53	WV

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
UNITED TECHNOL							
IAM(743)	NA	24	3900	P&M	FGHL	CT	WINDSOR LOCK
IBT	81	36	6600	P&M	AGHL	CT	STRATFORD
						CT	BRIDGEPORT
ICW(604)	NA	36	90	NA		KY	LOUISVILLE
IUE(1201)	NA	60	NA	NA		CA FL	
UAW	NA	NA	4000	P&M		NA	
AMBAC INDUS							
IAM(502)	10-69 x	46	400	P&M		AR	
IUE	10-69 x	36	150	P/T		NY	
IUE(794)	2-78	36	1000	P&M	FGHJL	MS	COLUMBUS
IUE(206)	5-80	35	1200	P&M C/S	AL	MA	SPRINGFIELD
IUE(136)	NA	36	NA	NA		PA	FORT WASH
PTE(112)	5-80	36	105	P/T		MA	SPRINGFIELD
CARRIER							
ICW(417)	10-69 x	84	200	P&M		OH	CINCINNATI
LIUNA	4-80	36	1000	P&M	AGHJLN	CA	
OCAW(8-328)	6-75	24	150	P&M		NJ	HAWTHORNE
SMW(483)	8-79	33	1800	P&M	FGHJKL	TN	MCMINNVILLE
SMW(527)	11-79	36	3250	P&M	AGHJKL	NY	SYRACUSE
UAW	NA	NA	500	P&M		NA	
USA(2380)	6-77	36	250	C/S		PA	
USA(4315)	4-78	36	1005	P&M	AGJKL	IN	INDIANAPOLIS
USA(1145)	6-80	36	1100	P&M	AGHJKL	PA	JEANETTE
						OH	SPRINGFIELD
CHAMBERLIN PROD							
IBT(414)	10-69 x	98	250	P&M		IN	WHITLEY
IBT(414)	4-76	24	200	P&M		IN	AKRON
ESSEX GROUP							
ACTWU(1950)	NA	36	NA	NA		SC	BELTON
AIW(668)	8-77	39	800	P&M		IN	LOGANSPORT
UE(293)	NA	54	150	NA		NH	NEWMARKET
UTWA(40)	NA	36	70	NA		NC	ASHEVILLE
OTIS GROUP							
IUE(453 490)	3-80	36	1400	P&M		NY	YONKERS
						NJ	HARRISON
IUE(484 488 489)	3-80	36	570	C/S P/T		NY	YONKERS
						NJ	HARRISON
UAW(989)	3-74	37	350	NA		NY	NEW YORK
NORDEN							
IUE(244)	6-75	42	250	P&M		CT	NORWALK
PRATT & WHIT							
IAM	11-77	60	9700	P&M	FGHL	CT	
IAM(1746)	11-77	60	2800	P&M	FGHL	CT	E HARTFORD
IAM	11-77	60	2350	P&M	EGHL	CT	
IAM(D 971)	1-78	60	1500	P&M	FGHL	FL	W PALM BEACH
IAM(707)	5-78	53	3500	P&M	FGL	CT	

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
AMBAC INDUS							
IUE	4-77	8	1200	P&M	NA	MA	SPRINGFIELD
IUE	4-80	18	1400	P&M	WAJ	MA	SPRINGFIELD
CARRIER							
SMW	8-76	23	1300	P&M	WAJ	TN	MORRISON
SMW	8-79	83	1800	P&M	WAJ	TN	MCMINNVILLE
SMW	11-79	33	3400	P&M	WAJ SUB	NY	SYRACUSE
NA	4-78	91	615	NA	VAR	IN	INDIANAPOLIS
NA	7-75	NA	550	NA	VAR	TN	KNOXVILLE
ESSEX GROUP							
UAW	7-77	NA	NA	NA	NA	IN	ELWOOD

UPJOHN

7000 PORTAGE RD., KALAMAZOO, MI 49001

BUSINESS LINES: PHARMACEUTICAL, HEALTH CARE & AGRICULTURAL PRODS, CHEM
TOTAL EMPLS: 22000 % EMPLS US: 60% % US UNIONIZED: 0%

US OCCUPATIONAL BREAKDOWN (%)

	MNG	P/T	C/S	P&M	ALL
MALE	79	64	41	71	62
FEMALE	21	36	59	29	38
WHITE	94	88	87	85	88
BLACK	3	6	8	11	8
OTHER MIN	3	6	5	4	5
TOTAL	1669	3486	3041	3426	11622

WESTINGHOUSE ELECTRIC

GATEWAY CENTER, PITTSBURGH, PA 15222

BUSINESS LINES: ELECTRICAL PRODS, POWER SYSTEMS EQUIP, COMMUNICATIONS
TOTAL EMPLS: 145500 % EMPLS US: 85% % US UNIONIZED: 50%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
WESTINGHOUSE								
AFTRA-AAAA	1	0	0	0	1	8	8	MD
CJA	0	1	0	0	1	498	498	NC
DGA	3	0	0	0	3	28	9	MD MA PA
IATSE	1	0	0	0	1	8	8	PA
IBEW	4	3	1	2	10	575	57	CA FL GA ID OH PA TN DC
IBT	3	2	0	0	5	372	74	NY PA WI PR
IUE	1	2	0	0	3	80	27	NC PA VA
NABET	1	0	0	0	1	4	4	CA
OCAW	0	1	0	0	1	650	650	PA
PGW	0	1	0	0	1	20	20	NY
UE	2	2	0	0	4	807	202	MI NC PA VA
NA	2	4	1	2	10	1071	107	CA FL MA PA PR
SEVEN-UP BOTTL								
IBT	2	0	0	0	2	420	210	CA IN
NA	2	0	0	0	2	377	188	PR
THERMO KING								
IAM	1	0	0	0	2	43	21	CA UT

COLLECTIVE BARGAINING AGREEMENTS

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
WESTINGHOUSE							
AFGW(1013)	10-69	X 81	400	P&M		NY	BATH
CJA(3130)	8-79	36	850	P&M		SC	HAMPTON
IAM	10-69	X 81	500	P&M		MA	
IAM(565)	7-76	36	650	P&M	AGHLN	CA	SUNNYVALE
IBEW(1963)	10-69	X 81	400	P&M		PA	YOUNGWOOD
IBEW	7-76	36	700	P&M		AR	LITTLE ROCK
IBEW(1167)	7-76	36	600	P&M		OH	
IBEW(2340)	7-76	36	550	P&M		KY	RICHMOND
IBEW(1914)	7-76	36	550	P&M		PA	CHESWICK
IBEW	8-76	35	500	P&M		AL	REFORM
IBEW	7-79	36	13500	P&M	AGHLN	IS	
IBEW(201)	7-79	36	2400	P&M	BGHLN	PA	BEAVER
IBEW(1805)	7-79	36	2200	P&M	BGHLN	MD	
IUE	7-79	36	19000	VAR	EGHL	IS	

COLLECTIVE BARGAINING AGREEMENTS - CONT'D

UNION	EFFVE	DUR	# EMPL	TYPE EM	PRV CODE	STATE	CITY
METAL TRADES COUNCIL	3-77	36	320	P&M		WA	RICHLAND
UE	7-79	36	6000	NA	FGHL	IS	
WESTINGHOUSE ENGINEERS AS	7-79	36	450	P/T		NJ NY	
WESTINGHOUSE SAL EMPL	7-79	36	12000	P/T C/S	FGHL	IS	
THERMO KING							
USA(2175)	10-76	34	650	P&M		MN	BLOOMINGTON

WORK STOPPAGES

UNION	BEGAN	DUR	# EMPL	TYPE EM	ISSUE	STATE	CITY
WESTINGHOUSE							
BBF	8-76	34	1000	P&M	WAJ	IL	PEORIA
IBEW IUE UE	7-76	17	30200	NA	WAJ SUB	IS	
IBEW IUE UE	7-79	47	37100	P&M	WAJ SUP	IS	
IUE	4-77		330	NA	NA	NY	BUFFALO
IUE	11-77	5	6000	P&M	PLA	PA	E PITTSBURGH
UE	6-75	2	4000	P&M	VAR	PA	LESTER
UE	5-75	27	3200	P&M	WAJ	PA	LESTER
WESTINGHOUSE SALARIED EMPL ASSN	4-75	5	2000	P/T	VAR	PA	PITTSBURGH
WESTINGHOUSE SALARIED EMPL ASSN	3-79	51	1700	P/T C/S	WAJ	MD	BALTIMORE
NA	4-77	NA	550	NA	NA	FL	TAMPA
NA		NA	2000	NA	NA	MD	BALTIMORE

WINN-DIXIE STORES

5050 EDGEWOOD CT., JACKSONVILLE, FL 32203

BUSINESS LINES: RETAIL GROCERY CHAIN
TOTAL EMPLS: 63000 % EMPLS US: >95% % US UNIONIZED: 0%

REPRESENTATION ELECTIONS

UNION	EM PET W	L	DECERT W	L	TOTAL	ELIG VOTES	AVG SIZE	STATE
WINN-DIXIE								
IBT	1	1	0	1	3	357	119	GA KY TX
PPF	1	0	0	0	1	5	5	NM
UFCW	0	0	0	2	2	36	18	NM
NA	2	1	0	1	4	106	26	AZ FL GA NC

NOTES

1. Work stoppage lasted for three years.
2. Affiliate of the Telecommunications Intl Union - a federation of 15 independent unions in 7 states that represent approximately 60,000 mostly white collar Bell System employees.
3. Contracts include workers at Bell Telephone Co of Nevada.
4. Included in percentages for BLACK above.
5. Strike covers Ohio tomato fields of both Campbell Soup and Libby's (Nestle). Strike was still active as of March 1982.
6. The parent firm, Nestle S.A., is based in Vevey, Switzerland.
7. Affiliate of the National Federation of Independent Unions which is composed of 90 unions and claims a total membership of approximately 60,000 workers.

Part Three

Cross-Index by Union

A

AAAA (ACTORS)
- GULF & WESTERN INDUSTRIES

ABC (ALUMINUM, BRICK & CLAY WORKERS)
- AMERICAN HOME PRODUCTS
- DRESSER INDUSTRIES
- FIRESTONE TIRE & RUBBER
- GULF & WESTERN INDUSTRIES
- MONSANTO

ACTWU (CLOTHING & TEXTILE WORKERS)
- ABBOTT LABORATORIES
- AMERICAN CYANAMID
- COLGATE-PALMOLIVE
- EXXON
- FIRESTONE TIRE & RUBBER
- GOODYEAR TIRE & RUBBER
- STEVENS (J P)
- UNIROYAL
- UNITED TECHNOLOGIES

AFGM (GRAIN MILLERS)
- CARNATION
- DU PONT (E I) DE NEMOURS
- KELLOGG
- PILLSBURY
- STANDARD BRANDS

AFGW (GLASS WORKERS)
- COLGATE-PALMOLIVE
- GENERAL ELECTRIC
- WESTINGHOUSE ELECTRIC

AFM (MUSICIANS)
- GULF & WESTERN INDUSTRIES

AFTRA-AAAA (TV & RADIO ARTISTS)
- GULF & WESTERN INDUSTRIES
- WESTINGHOUSE ELECTRIC

AIW (ALLIED INDUSTRIAL WORKERS)
- AMERICAN HOME PRODUCTS
- CATERPILLAR TRACTOR
- CHRYSLER
- DRESSER INDUSTRIES
- GENERAL ELECTRIC
- GOODYEAR TIRE & RUBBER
- SPERRY
- UNITED TECHNOLOGIES

ALEA-ALPA (AIR LINE EMPLOYEES)
- NORTHWEST AIRLINES

ALPA (AIR LINE PILOTS)
- DELTA AIR LINES
- NORTHWEST AIRLINES

ATLANTIC INDPT UNION
- ATLANTIC RICHFIELD

ATOMIC TRADES & LABOR CNCL
- UNION CARBIDE

B

BAC (BRICKLAYERS)
- ATLANTIC RICHFIELD
- LTV

BBF (BOILERMAKERS)
- AMAX
- ATLANTIC RICHFIELD
- DOW CHEMICAL
- DU PONT (E I) DE NEMOURS
- GOODYEAR TIRE & RUBBER
- LTV
- MCDERMOTT
- WESTINGHOUSE ELECTRIC

BCTW (BAKERY, CONFCT & TOBACCO WKRS)
- CASTLE & COOKE
- GULF & WESTERN INDUSTRIES
- INTL TELEPHONE & TELEGRAPH
- KELLOGG
- NESTLE
- PILLSBURY
- STANDARD BRANDS

BRAC (RAILWAY CLERKS)
- NORTHWEST AIRLINES

BSIW (IRON WORKERS)
- UNITED STATES STEEL

BSOIW (IRON WORKERS)
- HALLIBURTON

C

CJA (CARPENTERS)
- AMAX
- AMERICAN CYANAMID
- AMERICAN TELEPHONE & TELEGRAPH
- ATLANTIC RICHFIELD
- BENDIX
- FLUOR
- GENERAL DYNAMICS
- GULF & WESTERN INDUSTRIES
- INTL TELEPHONE & TELEGRAPH
- MOBIL
- PILLSBURY
- SEARS ROEBUCK
- STANDARD OIL (INDIANA)
- UNITED TECHNOLOGIES
- WESTINGHOUSE ELECTRIC

CLGW (CEMENT WORKERS)
- AMERICAN CYANAMID
- GENERAL DYNAMICS
- GULF & WESTERN INDUSTRIES
- STANDARD OIL (INDIANA)
- UNITED STATES STEEL

COMMERCIAL WORKERS
- AMERICAN TELEPHONE & TELEGRAPH

CTD (TRUCK DRIVERS)
- PILLSBURY
- UNION CARBIDE
- UNITED TECHNOLOGIES

CWA (COMMUNICATION WORKERS)
- AMERICAN TELEPHONE & TELEGRAPH
- ATLANTIC RICHFIELD
- BENDIX
- CONTROL DATA
- GENERAL DYNAMICS
- GENERAL ELECTRIC
- GULF & WESTERN INDUSTRIES
- INTL TELEPHONE & TELEGRAPH
- REYNOLDS (R J) INDUSTRIES

D,E,F

DAIRY & BAKERY WORKERS
- CAMPBELL SOUP

DAL (DIRECTLY AFFILIATED LOCAL)
- FIRESTONE TIRE & RUBBER
- ROCKWELL INTL
- UNION CARBIDE

DGA (DIRECTORS GUILD)
- GULF & WESTERN INDUSTRIES
- WESTINGHOUSE ELECTRIC

EAA (ENGINEERS & ARCHITECTS)
- GENERAL DYNAMICS

FAIRFIELD EMPL ASSN
- DU PONT (E I) DE NEMOURS

FARM LABOR ORG'G COMM
- CAMPBELL SOUP
- NESTLE

FED TEL WKRS
- AMERICAN TELEPHONE & TELEGRAPH

FITU (INDEPENDENT TEXAS UNIONS)
- GENERAL DYNAMICS

G,H

GAIU (GRAPHIC ARTS)
- MATTEL
- MOBIL
- REYNOLDS (R J) INDUSTRIES
- ROCKWELL INTL
- STEVENS (J P)
- UNION CARBIDE

GBBA (GLASS BOTTLE BLOWERS)
- AMERICAN CYANAMID
- MONSANTO
- STANDARD OIL (INDIANA)

GUA (GUARDS UNION)
- EXXON
- ROCKWELL INTL
- UNION CARBIDE
- UNION ELECTRIC

HERE (HOTEL & RESTAURANT EMPLOYEES)
- CAMPBELL SOUP
- INTL TELEPHONE & TELEGRAPH
- NESTLE
- PILLSBURY
- REYNOLDS (R J) INDUSTRIES

I

IAFF (FIRE FIGHTERS)
- INTL TELEPHONE & TELEGRAPH

IAM (MACHINISTS)
- AMAX
- AMERICAN TELEPHONE & TELEGRAPH
- ATLANTIC RICHFIELD
- BENDIX
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- CARNATION
- CASTLE & COOKE
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- CONTROL DATA
- DOW CHEMICAL
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- DU PONT (E I) DE NEMOURS
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- GOODYEAR TIRE & RUBBER
- GULF & WESTERN INDUSTRIES
- HALLIBURTON
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- LTV
- MCDONNELL DOUGLAS
- MOBIL
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- OCCIDENTAL PETROLEUM
- PHILLIPS PETROLEUM
- REYNOLDS (R J) INDUSTRIES
- ROCKWELL INTL
- SEARS ROEBUCK
- SPERRY
- STANDARD BRANDS
- STANDARD OIL CO OF CALIFORNIA
- STEVENS (J P)
- UNION CARBIDE
- UNITED TECHNOLOGIES
- WESTINGHOUSE ELECTRIC

IATSE (THEATRICAL STAGE EMPLOYEES)
- GULF & WESTERN INDUSTRIES
- INTL TELEPHONE & TELEGRAPH
- MATTEL
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IBEW (ELECTRICAL WORKERS)
AMAX
AMERICAN ELECTRIC POWER
AMERICAN TELEPHONE & TELEGRAPH
ATLANTIC RICHFIELD
BENDIX
COMMONWEALTH EDISON
CONSOLIDATED EDISON CO OF NEW YORK
CONTROL DATA
DETROIT EDISON
DU PONT (E I) DE NEMOURS
EXXON
GENERAL DYNAMICS
GENERAL ELECTRIC
GENERAL MOTORS
GENERAL PUBLIC UTILITIES
INTL TELEPHONE & TELEGRAPH
KERR-MCGEE
LONG ISLAND LIGHTING
LTV
MCDONNELL DOUGLAS
MOBIL
ROCKWELL INTL
SEARS ROEBUCK
SPERRY
TEXACO
UNION ELECTRIC
UNITED TECHNOLOGIES
WESTINGHOUSE ELECTRIC

IBFO (FIREMEN & OILERS)
AMERICAN CYANAMID

IBPAW (POTTERY & ALLIED WORKERS)
LTV
SEARS ROEBUCK

IBT (TEAMSTERS)
AMAX
AMERICAN CYANAMID
AMERICAN HOME PRODUCTS
AMERICAN TELEPHONE & TELEGRAPH
ATLANTIC RICHFIELD
BENDIX
BRISTOL-MYERS
CAMPBELL SOUP
CARNATION
CASTLE & COOKE
COCA-COLA
COLGATE-PALMOLIVE
CONOCO
DOW CHEMICAL
DRESSER INDUSTRIES
DU PONT (E I) DE NEMOURS
EXXON
FIRESTONE TIRE & RUBBER
FLUOR
FORD MOTOR
GENERAL ELECTRIC
GENERAL MOTORS
GOODYEAR TIRE & RUBBER
GULF & WESTERN INDUSTRIES
INTL TELEPHONE & TELEGRAPH
IOWA BEEF PROCESSORS
KELLOGG
KERR-MCGEE
LTV
MOBIL
NESTLE
NORTHWEST AIRLINES
OCCIDENTAL PETROLEUM

IBT - CONTINUED
PHILLIPS PETROLEUM
PILLSBURY
REYNOLDS (R J) INDUSTRIES
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SEARS ROEBUCK
SPERRY
STANDARD BRANDS
STANDARD OIL CO OF CALIFORNIA
STANDARD OIL (INDIANA)
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WESTINGHOUSE ELECTRIC
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ICW (CHEMICAL WORKERS)
AMERICAN CYANAMID
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BRISTOL-MYERS
COLGATE-PALMOLIVE
CONOCO
DU PONT (E I) DE NEMOURS
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GOODYEAR TIRE & RUBBER
KERR-MCGEE
MOBIL
MONSANTO
OCCIDENTAL PETROLEUM
SPERRY
STANDARD OIL CO OF CALIFORNIA
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UNION CARBIDE
UNITED STATES STEEL
UNITED TECHNOLOGIES

ILA (LONGSHOREMEN)
CASTLE & COOKE
EXXON
LTV
REYNOLDS (R J) INDUSTRIES

ILGWU (LADIES' GARMENT WORKERS)
GULF & WESTERN INDUSTRIES

ILWU (LONGSHOREMEN & WAREHOUSEMEN)
CASTLE & COOKE
COLGATE-PALMOLIVE
GENERAL ELECTRIC
GENERAL MOTORS
INTL TELEPHONE & TELEGRAPH
KERR-MCGEE
LTV
MOBIL
NESTLE
REYNOLDS (R J) INDUSTRIES
SEARS ROEBUCK

IMAW (MOLDERS)
DRESSER INDUSTRIES
INTL TELEPHONE & TELEGRAPH
MONSANTO
ROCKWELL INTL

INDPT LAB EMPL UNION
EXXON

ITU (TYPOGRAPHICAL UNION)
SPERRY
STEVENS (J P)

IUE (ELECTRICAL WORKERS)
AMERICAN CYANAMID
AMERICAN TELEPHONE & TELEGRAPH
ATLANTIC RICHFIELD
BENDIX
CHRYSLER
EXXON
FIRESTONE TIRE & RUBBER
FORD MOTOR
GENERAL DYNAMICS
GENERAL ELECTRIC
GENERAL MOTORS
GULF & WESTERN INDUSTRIES
ITL TELEPHONE & TELEGRAPH
ONSANTO
OCKWELL INTL
PERRY
NITED TECHNOLOGIES
ESTINGHOUSE ELECTRIC

IUMSW (MARINE & SHIPBUILDING WKRS)
GENERAL DYNAMICS

IUOE (OPERATING ENGINEERS)
AMAX
AMERICAN CYANAMID
ATLANTIC RICHFIELD
DOW CHEMICAL
DRESSER INDUSTRIES
EXXON
GENERAL ELECTRIC
GOODYEAR TIRE & RUBBER
INTL TELEPHONE & TELEGRAPH
KERR-MCGEE
MCDONNELL DOUGLAS
MOBIL
MONSANTO
OCCIDENTAL PETROLEUM
PHILLIPS PETROLEUM
ROCKWELL INTL
SEARS ROEBUCK
TEXACO
UNION CARBIDE

IUPW-SIU (PETROLEUM & INDSTR'L WKS)
STANDARD OIL CO OF CALIFORNIA

IWA (WOODWORKERS)
BENDIX

L

LGPN (LEATHER, PLSTIC & NOVELTY WKS)
MATTEL

LIUNA (LABORERS)
CONOCO
CONTROL DATA
GOODYEAR TIRE & RUBBER
GULF & WESTERN INDUSTRIES
PILLSBURY
STANDARD OIL (INDIANA)
UNITED TECHNOLOGIES

M

MARINE DRAFTSMEN ASSN
GENERAL DYNAMICS

MEBA (MARINE ENGINEERS)
BENDIX

MESA (MECHANICS EDUCATIONAL SOCIETY)
GULF & WESTERN INDUSTRIES

METAL TRADES COUNCIL
ATLANTIC RICHFIELD
GENERAL DYNAMICS
WESTINGHOUSE ELECTRIC

MMP (MASTERS, MATES & PILOTS)
UNITED STATES STEEL

MUTUAL TICKET AGENTS
GULF & WESTERN INDUSTRIES

N

NABET (BROADCAST EMPS & TECHNICIANS)
GENERAL ELECTRIC
WESTINGHOUSE ELECTRIC

NEVADA IND'L COUNCIL
ATLANTIC RICHFIELD

NIAG HOOKER EMPL UNION
OCCIDENTAL PETROLEUM

NMU (MARITIME UNION)
FORD MOTOR
UNITED STATES STEEL

NPW (NOVELTY & PRODUCTION WORKERS)
INTL TELEPHONE & TELEGRAPH

O

OCAW (OIL, CHEMICAL & ATOMIC WKRS)
AMAX
AMERICAN CYANAMID
AMERICAN HOME PRODUCTS
AMERICAN TELEPHONE & TELEGRAPH
ATLANTIC RICHFIELD
BENDIX
COLGATE-PALMOLIVE
CONOCO
DOW CHEMICAL
DRESSER INDUSTRIES
DU PONT (E I) DE NEMOURS
EXXON
GOODYEAR TIRE & RUBBER
HALLIBURTON
INTL TELEPHONE & TELEGRAPH
KERR-MCGEE
MOBIL
MONSANTO
OCCIDENTAL PETROLEUM
PHILLIPS PETROLEUM
STANDARD OIL CO OF CALIFORNIA
STANDARD OIL (INDIANA)
TEXACO
UNC RESOURCES
UNION CARBIDE
UNITED STATES STEEL
UNITED TECHNOLOGIES
WESTINGHOUSE ELECTRIC

OIL & CHEMICAL WKRS
EXXON

OLD HICKORY EMPL ASSN
DU PONT (E I) DE NEMOURS

OPEIU (OFFICE & PROFESSIONAL EMPS)
AMAX
AMERICAN HOME PRODUCTS
AMERICAN TELEPHONE & TELEGRAPH
CAMPBELL SOUP
CARNATION
CASTLE & COOKE
CITICORP
FORD MOTOR
GENERAL DYNAMICS
GULF & WESTERN INDUSTRIES
INTL TELEPHONE & TELEGRAPH
PILLSBURY
ROCKWELL INTL
STANDARD OIL (INDIANA)
TEXACO

P

PA TEL GUILD
AMERICAN TELEPHONE & TELEGRAPH

PAFCA (PROF'L AIRLINE FLIGHT CNTRL)
DELTA AIR LINES

PAT (PAINTERS)
ATLANTIC RICHFIELD
DOW CHEMICAL
GENERAL ELECTRIC

PETRO TRADES EM-ILA
MOBIL
STANDARD OIL CO OF CALIFORNIA
STANDARD OIL (INDIANA)
TEXACO

PGCU (PRINTING & GRAPHIC)
CARNATION
REYNOLDS (R J) INDUSTRIES
STEVENS (J P)

PGW (PLANT GUARD WORKERS)
BENDIX
CATERPILLAR TRACTOR
CHRYSLER
FORD MOTOR
GENERAL ELECTRIC
GENERAL MOTORS
GOODYEAR TIRE & RUBBER
LTV
MCDONNELL DOUGLAS
OCCIDENTAL PETROLEUM
ROCKWELL INTL
UNIROYAL
UNITED STATES STEEL
WESTINGHOUSE ELECTRIC

PLANT GUARD ORG'G COMM
GENERAL ELECTRIC
GENERAL MOTORS

PML (PATTERN MAKERS)
GOODYEAR TIRE & RUBBER
MATTEL

PMW (PROGRESSIVE MINE WORKERS)
KERR-MCGEE

PPF (PLUMBERS & PIPE FITTERS)
AMAX
ATLANTIC RICHFIELD

PPF - CONTINUED
DOW CHEMICAL
EXXON
UNITED STATES STEEL
UNITED TECHNOLOGIES
WINN-DIXIE STORES

PROFESSIONAL ENG'G ASSN
MCDONNELL DOUGLAS

PTE (PROF'L & TECHNICAL ENGINEERS)
AMERICAN HOME PRODUCTS
AMERICAN TELEPHONE & TELEGRAPH
EXXON
GENERAL DYNAMICS
GENERAL ELECTRIC
STANDARD BRANDS
UNITED TECHNOLOGIES

R

RWDSU (RETAIL, WHOLESALE)
CAMPBELL SOUP
COCA-COLA
COLGATE-PALMOLIVE
FIRESTONE TIRE & RUBBER
FORD MOTOR
GENERAL MOTORS
GOODYEAR TIRE & RUBBER
MOBIL
NESTLE
REYNOLDS (R J) INDUSTRIES
SEARS ROEBUCK
STANDARD BRANDS
UNITED TECHNOLOGIES

S

SAG-AAAA (SCREEN ACTORS)
GULF & WESTERN INDUSTRIES

SEIU (SERVICE EMPLOYEES)
AMERICAN HOME PRODUCTS
BRISTOL-MYERS
INTL TELEPHONE & TELEGRAPH
MOBIL
REYNOLDS (R J) INDUSTRIES
SEARS ROEBUCK

SIU (SEAFARERS)
CASTLE & COOKE
REYNOLDS (R J) INDUSTRIES
UNION CARBIDE

SMW (SHEET METAL WORKERS)
CHRYSLER
FIRESTONE TIRE & RUBBER
GENERAL ELECTRIC
ROCKWELL INTL
SPERRY
UNITED TECHNOLOGIES

SOC OF ENG'G OFFICE WKRS
FORD MOTOR

T

TEL COMMERCL EMPL UNION
AMERICAN TELEPHONE & TELEGRAPH

TNG (NEWSPAPER GUILD)
INTL TELEPHONE & TELEGRAPH

TWU (TRANSPORT WORKERS)
NORTHWEST AIRLINES

U

UAW (AUTO WORKERS)
AMERICAN CYANAMID
ATLANTIC RICHFIELD
BENDIX
CARNATION
CATERPILLAR TRACTOR
CHRYSLER
DRESSER INDUSTRIES
DU PONT (E I) DE NEMOURS
EXXON
FIRESTONE TIRE & RUBBER
FORD MOTOR
GENERAL DYNAMICS
GENERAL ELECTRIC
GENERAL MOTORS
GOODYEAR TIRE & RUBBER
GULF & WESTERN INDUSTRIES
HALLIBURTON
INTL TELEPHONE & TELEGRAPH
LTV
MCDONNELL DOUGLAS
MOBIL
MONSANTO
OCCIDENTAL PETROLEUM
ROCKWELL INTL
STANDARD BRANDS
UNION CARBIDE
UNITED STATES STEEL
UNITED TECHNOLOGIES

UE (ELECTRICAL WORKERS)
BENDIX
EXXON
GENERAL ELECTRIC
GULF & WESTERN INDUSTRIES
ROCKWELL INTL
UNITED TECHNOLOGIES
WESTINGHOUSE ELECTRIC

UFCW (FOOD & COMMERCIAL WORKERS)
ABBOTT LABORATORIES
AMERICAN HOME PRODUCTS
CAMPBELL SOUP
CARNATION
CASTLE & COOKE
COLGATE-PALMOLIVE
EXXON
FIRESTONE TIRE & RUBBER
FORD MOTOR
IOWA BEEF PROCESSORS
KELLOGG
LTV
MCDONNELL DOUGLAS
MOBIL
NESTLE
PILLSBURY
SEARS ROEBUCK
STANDARD BRANDS
WINN-DIXIE STORES

UFW (FARM WORKERS)
CASTLE & COOKE
COCA-COLA

UFWA (FURNITURE WORKERS)
BENDIX
BRISTOL-MYERS
GULF & WESTERN INDUSTRIES
UNITED STATES STEEL

UGCW (GLASS & CERAMIC WORKERS)
OCCIDENTAL PETROLEUM
UNION CARBIDE

UIU (UPHOLSTERERS)
GULF & WESTERN INDUSTRIES

UMW (MINE WORKERS)
AMAX
AMERICAN ELECTRIC POWER
ATLANTIC RICHFIELD
CONOCO
EXXON
GENERAL DYNAMICS
INTL TELEPHONE & TELEGRAPH
LTV
OCCIDENTAL PETROLEUM
UNION CARBIDE
UNITED STATES STEEL

UNITED TEL WKRS OF DE
AMERICAN TELEPHONE & TELEGRAPH

UPIU (PAPERWORKERS)
BENDIX
COLGATE-PALMOLIVE
GENERAL DYNAMICS
GULF & WESTERN INDUSTRIES
INTL TELEPHONE & TELEGRAPH
MOBIL
NESTLE
PHILLIPS PETROLEUM

URW (RUBBER WORKERS)
COLGATE-PALMOLIVE
FIRESTONE TIRE & RUBBER
GENERAL MOTORS
GOODYEAR TIRE & RUBBER
MATTEL
MONSANTO
SEARS ROEBUCK
UNIROYAL

USA (STEELWORKERS)
AMAX
AMERICAN CYANAMID
AMERICAN ELECTRIC POWER
AMERICAN HOME PRODUCTS
ATLANTIC RICHFIELD
COCA-COLA
COMMONWEALTH EDISON
DOW CHEMICAL
DRESSER INDUSTRIES
DU PONT (E I) DE NEMOURS
EXXON
FIRESTONE TIRE & RUBBER
GENERAL DYNAMICS
GENERAL ELECTRIC
GRUMMAN
GULF & WESTERN INDUSTRIES
INTL TELEPHONE & TELEGRAPH
LTV
MCDERMOTT
MOBIL
MONSANTO

USA - CONTINUED
 NESTLE
 REYNOLDS (R J) INDUSTRIES
 ROCKWELL INTL
 STANDARD OIL (INDIANA)
 UNION CARBIDE
 UNIROYAL
 UNITED STATES STEEL
 UNITED TECHNOLOGIES
 WESTINGHOUSE ELECTRIC

UTU (TRANSPORTATION UNION)
 UNITED STATES STEEL

UTW (TELEGRAPH WORKERS)
 BENDIX

UTWA (TEXTILE WORKERS)
 COLGATE-PALMOLIVE
 FIRESTONE TIRE & RUBBER
 GOODYEAR TIRE & RUBBER
 UNIROYAL
 UNITED TECHNOLOGIES

UWU (UTILITY WORKERS)
 CONSOLIDATED EDISON CO OF NEW YORK
 DETROIT EDISON
 GENERAL PUBLIC UTILITIES

W

WESTINGHOUSE ENGINEERS ASSN
 WESTINGHOUSE

WESTINGHOUSE SAL EMPL
 WESTINGHOUSE

WESTINGHOUSE SAL EMPL ASSN
 WESTINGHOUSE

WGA (WRITERS GUILD)
 GULF & WESTERN INDUSTRIES

WPPW (WESTERN PULP & PAPERS WORKERS)
 INTL TELEPHONE & TELEGRAPH

Company Index: Subsidiary-Parent Relations

AC-Delco—General Motors
Admiral—Rockwell Intl
Alcon Labs—Nestle
Allstate—Sears Roebuck
Alside—US Steel
Ambac Inds—United Technologies
American Forest Prods—Bendix
American Parts—Gulf & Western Inds.
American Telecommunications—General Dynamics
American Thermoplastics—Phillips Petroleum
Aminoil Intl—Reynolds (R J) Inds
Amoco—Standard Oil (Indiana)
Anaconda Inds—Atlantic Richfield
Appalachian Power—Amer Elec Power
Arbitron—Control Data
Arneson Prods—Castle & Cooke
Arnold Oil—Mobil
AT&T Long Lines—Amer Tel & Tel
Autolite—Bendix
Avionics—Intl Tel & Tel
Ayerst Labs—Amer Home Prods
Babcock & Wilcox—McDermott
Bay State Abrasives—Dresser Inds
Beech-Nut—Nestle
Bell Tel Co of Nevada—Amer Tel & Tel
Bell Tel Co of Pennsylvania—Amer Tel & Tel
Bell Tel Labs—Amer Tel & Tel
Bendix Forest Prods—Bendix
Bliss (E W)—Gulf & Western Inds
Bohn Aluminum & Brass—Gulf & Western Inds
Boyle-Midway—Amer Home Prods
Brach (E J) & Sons—Amer Home Prods
Briggs—LTV
Brown—Gulf & Western Inds
Buckeye Coal—LTV
Bud Antle—Castle & Cooke
Bumble Bee—Castle & Cooke
Burger King—Pillsbury
Burton Parsons—Nestle
Carbon Inds—Intl Tel & Tel
Carrier—United Technologies
Cato Oil & Grease—Kerr-McGee
Central Ohio Coal—Amer Elec Power
Chamberlin Prods—United Technologies
Chesapeake & Potomac Tel—Amer Tel & Tel
Chevron—Standard Oil of Calif
Collins—Rockwell Intl
Columbus & Southern Ohio Elec—Amer Elec Power
Consolidated Cigar—Gulf & Western Inds
Consolidation Coal—Conoco
Container Corp of America—Mobil
Continental Carbon—Conoco
Corometrics Medical Systems—Amer Home Prods
Cosmosflex—Goodyear Tire & Rubber
Courter—Bendix
Croname—Control Data
Cullman Lingerie—Gulf & Western Inds
Curtiss—Standard Brands
Cyprus Mines—Standard Oil (Indiana)
Dayton Reliable Tool & Mfg—Carnation
Dayton Tire—Firestone Tire & Rubber
Del Monte—Reynolds (R J) Inds
Delco—General Motors
Diamond State Tel—Amer Tel & Tel
Dole—Castle & Cooke
Drackett—Bristol-Myers
Eagle Signal—Gulf & Western Inds
Eason Oil—Intl Tel & Tel
Ekco Prods—Amer Home Prods
Elco—Gulf & Western Inds
Electric Wheel—Firestone Tire & Rubber
Elgin, Joliet & Eastern RR—US Steel
Essex—United Technologies
Explorer Pipeline—Texaco
Fearn Intl—Kellogg
Federal Elec—Intel Tel & Tel
Federal Pacific Elec—Exxon
Filmco Intl—Reynolds (R J) Inds
Fischer Controls—Monsanto
Fischer Packing--LTV
Florida Cycle Supply—Gulf & Western Inds
Florida Printers—Stevens (J P)
Flxible Co—Grumman
Foote & Davies—Stevens (J P)
Formica—Amer Cyanamid
Fox Deluxe Pizza—Pillsbury
Fram—Bendix
General Casting—Atlantic Richfield
Granny Goose Foods—Reynolds (R J) Inds
Grinnell—Intl Tel & Tel
Gwaltney—Intl Tel & Tel
Hall (W F) Printing—Mobil
Harbison-Walker Refractories—Dresser Inds
Heisler—Mobil
Hendrie & Bolthoff—Gulf & Western Inds
Herff Jones—Carnation
Higbie Mfg—Intl Tel & Tel
Hooker Chemical—Occidental Petroleum
Household Research Institute—Amer Home Prods
Hydro Conduit—Mobil
Ideco—Dresser Inds
Illinois Bell Tel—Amer Tel & Tel
Indiana & Michigan Elec—Amer Elec Power
Indiana Bell Tel—Amer Tel & Tel
Interocean Stevedoring—LTV
Interplastic—Phillips Petroleum
Island Creek Coal—Occidental Petroleum
Jefferson Stores—Mobil
Jeffrey-Galion—Dresser Inds
Jeffrey Mfg—Dresser Inds
Jersey Central Power & Light—General Public Utilities
Jones & Laughlin—LTV
Kable Printing—Mattel
Kelly-Springfield Tire—Goodyear Tire & Rubber
Kendall—Colgate-Palmolive
Kentron Intl—LTV
Kentucky Power—Amer Elec Power
Kilsby Tubesupply—Fluor
Lederle Labs—Amer Cyanamid
Lee Tire & Rubber—Goodyear Tire & Rubber
Lenape Forged Prods—Gulf & Western Inds
Libby, McNeill & Libby—Nestle
Magnetic Peripherals—Control Data
Marblehead Lime—General Dynamics
Marcor—Mobil
Marion Power Shovel—Dresser Inds
Marquette—Gulf & Western Inds
Metropolitan Edison—General Public Utilities
Michigan Bell Tel—Amer Tel & Tel
Mid-America Web Press—Stevens (J P)
Minute Maid—Coca-Cola
Missouri Utilities—Union Elec
Modern Materials—Bendix
Montgomery Ward—Mobil
Motor Wheel—Goodyear Tire & Rubber
Mountain States Tel & Tel—Amer Tel & Tel
Nassau Recycle—Amer Tel & Tel
NDM—Colgate-Palmolive
New England Tel & Tel—Amer Tel & Tel
New Jersey Bell Tel—Amer Tel & Tel
New Jersey Zinc—Gulf & Western Inds
New York Tel—Amer Tel & Tel
Norden Systems—United Technologies
Northwestern Bell Tel—Amer Tel & Tel
Ohio Barge Line—US Steel
Ohio Bell Tel—Amer Tel & Tel
Ohio Power—Amer Elec Power
One Ninety-Five Broadway—Amer Tel & Tel
Otis—United Technologies
Pacific Northwest Bell Tel—Amer Tel & Tel
Pacific Tel & Tel—Amer Tel & Tel
Paramount Pictures—Gulf & Western Inds
Pennsylvania Elec—General Public Utilities

Pepperidge Farm—Campbell Soup
Philco-Ford—Ford Motor
Pinata Foods—Standard Brands
Pioneer Food Inds—Pillsbury
Planters—Standard Brands
Poppin Fresh Pies—Pillsbury
Pratt & Whitney Aircraft—United Technologies
Presto Prods—Coca-Cola
Princess House—Colgate-Palmolive
Pure Packed Foods—Kellogg
Ravenna Arsenal—Firestone Tire & Rubber
Reliance Elec—Exxon
Remington Arms—Du Pont
Republic Supply—Fluor
Ring Around Prods—Occidental Petroleum
Ringling Bros-Barnum & Bailey—Mattel
Riviana Foods—Colgate-Palmolive
Roosevelt Raceway—Gulf & Western Inds
Ruralist Press—Stevens (J P)
Salada Foods—Kellogg
Sandia—Amer Tel & Tel
Schaap-Brenner Car—Uniroyal
Schrafft Candy—Gulf & Western Inds
Sea-Land—Reynolds (R J) Inds
Sealright—Phillips Petroleum
Seattle First National Bank—Seafirst
Saga Enterprises—Gulf & Western Inds
Selig Mfg—Gulf & Western Inds
Semiconductors—Intl Tel & Tel
Service Systems—Reynolds (R J) Inds
Seven-Up Bottling—Westinghouse Elec
Sheraton— Intl Tel & Tel
Shulton—Amer Cyanamid
Simmons—Gulf & Western Inds
Slaymaker Lock—Amer Home Prods
South Central Bell Tel—Amer Tel & Tel
Southern Bell Tel & Tel—Amer Tel & Tel
Southern Wood Piedmont—Intl Tel & Tel
Southwestern Bell Tel—Amer Tel & Tel
Southwestern Pipe—Halliburton
Standard Fruit—Castle & Cooke
Standard Plastic—Mattel
Steak & Ale Restaurants of Amer—Pillsbury
Stouffer—Nestle
Stromberg-Carlson—General Dynamics
Sun Harbor Inds—Castle & Cooke
Symons—Gulf & Western Inds
Taylor Wine—Coca-Cola
Teletype—Amer Tel & Tel
Thermo King—Westinghouse Elec
Toana Enterprises—Campbell Soup
Unicore—UNC Resources
Unitek—Bristol-Myers
Universal Rundle—Sears Roebuck
US Metals Refining—AMAX
Utah Intl—General Elec
Van Norman Machine—Gulf & Western Inds
Vernon Graphics—Gulf & Western Inds
Vlasic Foods—Campbell Soup
Vought—LTV
Walworth—Atlantic Richfield
Warner & Swasey—Bendix
Warrior & Gulf Navigation—US Steel
West Foods—Castle & Cooke
Western Elec—Amer Tel & Tel
Western Publishing—Mattel
Whitehall Intl—Amer Home Prods
Wilson Foods—LTV
Wisconsin Tel—Amer Tel & Tel
Wyeth Labs—Amer Home Prods
Youngstown Sheet & Tube—LTV

ERRATA ON SEAFIRST (pp. 15, 16 & 49): In 1978 UFCW affiliate won a representation election involving 2700 employees or 30% of company's U. S. workforce. Seafirst has since refused to bargain.